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ABSTRACT

This document provides comparative salary trend data for full-time faculty at 307 public institutions and 490 private colleges and universities based on two surveys, one for the baseline year 1993-94 and the other for the trend year 1996-97. For each of the 26 disciplines, a summary includes a definition of the discipline; information on average salaries by rank; faculty mix percentages; and comparisons between the two study years and the Consumer Price Index. Appended to the review of each discipline are lists of the 53 disciplines surveyed and the public and private institutions that participated in that segment of the study. Data and summary details are provided for the following disciplines/major fields: History, General; Home Economics; Library Science; Marketing Management and Research; Mathematics; Multi/Interdisciplinary Studies; Music, General; Nursing (R.N. Training); Occupational Therapy; Parks, Recreation, Leisure & Fitness Studies; Philosophy and Religion; Physical Sciences; Physical Therapy; Physics, General; Political Science, General; Protective Services; Psychology; Public Health, General; Reading Teacher Education; Social Sciences, General; Social Work; Sociology; Special Education, General; Speech-Language Pathology and Audiology; Teacher Education; and Visual and Performing Arts. (DB)

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SALARY-TREND STUDIES OF FACULTY FOR THE YEARS 1993-94 AND 1996-97 IN THE FOLLOWING 26 ACADEMIC DISCIPLINES/MAJOR FIELDS:

History, General; Home Economics; Library Science; Marketing Management and Research; Mathematics; Multi/Interdisciplinary Studies; Music, General; Nursing (R.N. Training); Occupational Therapy; Parks, Recreation, Leisure & Fitness Studies; Philosophy and Religion; Physical Sciences; Physcial Therapy; Physics, General; Political Science, General; Protective Services; Psychology; Public Health, General; Reading Teacher Education; Social Sciences, General; Social Work; Sociology; Special Education, General; Speech-Language Pathology and Audiology; Teacher Education; and Visual and Performing Arts

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SALARY-TREND STUDIES OF FACULTY FOR THE YEARS 1993-94 AND 1996-97 IN THE FOLLOWING 26 ACADEMIC DISCIPLINES/MAJOR FIELDS:

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Foreword

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, DC, in cooperation with Appalachian State University in Boone, NC, have conducted annual national faculty salary surveys by discipline and rank each year through 1996-97. Two separate surveys are conducted each year, one for public senior colleges and universities and the other for private senior colleges and universities.

Salary data from the 1993-94 and 1996-97 surveys were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields, 26 of which included herein in alphabetical order. The academic disciplines/major fields were chosen from among those defined by A Classification of Instructional Programs, 1990.

Each of the 26 academic disciplines/major fields herein present a summary of the overall average salary increase in that academic discipline/major field from the "baseline year" of 1993-94 to and including the "trend year" of 1996-97 for both public and private participating institutions. Of the 307 public institutions which participated in CUPA's public survey of 1993-94, 248 also participated in the 1996-97 survey. Data from those same 248 institutions were used in both the baseline year and the trend year. Of the 490 institutions which participated in CUPA's private survey of 1993-94, 327 also participated in the 1996-97 survey. Data from those same 327 institutions were used in both the baseline year and the trend year.

In addition to listing the average salaries in the 26 individual academic disciplines/major fields for both public and private participating institutions by rank, including "new assistant professor," and listing the faculty mix percentage (FAC MIX PCT) and the salary factor comparisons are made in each of the 26 individual academic disciplines/major fields between the two public surveys and the two private surveys for each of the two study years (1993-94 and 1996-97) and with the CPI (Consumer Price Index) changes in cost-of-living.

The list of all 53 selected academic disciplines/major fields surveyed is found in Appendix A of each academic discipline/major field article included herein, and the lists of all participating senior colleges and universities are found in Appendixes B (public) and C (private) of each academic discipline/major field article included herein.

SALARY-TREND STUDY OF FACULTY IN HISTORY, GENERAL FOR THE YEARS 1993-94 AND 1996-97

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1996-97: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including History, General. The CIP defines the displine/-major field of History, General as,

> An instructional program that generally describes the study and interpretation of the past including the gathering, recording, synthesizing and critizing of evidence and theories about past events. Includes instruction in historiography; historical research methods, studies of specific periods, issues and cultures; and applications to areas such as historic preservation, public policy, and records administration.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 146--45.0801).]

This article summarizes the overall average salary increases in the discipline/major field of History, General for both public and private institutions from the "baseline year" of 1993-94 to and including the "trend year" of 1996-97. Of the 307 institutions which participated in CUPA's PUBLIC study of 1993-94, 248 also participated in 1996-97. Data from those same 248 institutions were used in both the baseline year and the trend year. Of the 490 institutions which participated in CUPA's PRIVATE study of 1993-94, 327 also participated in 1996-97. Data from those same 327

institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of History, General for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1993-94 and 1996-97).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 24.9 for associate professors of History, General in the 1993-94 public study means that 24.9 percent of the faculty in that

discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1993-94, PUBLIC 1996-97, PRIVATE 1993-94 and PRIVATE 1996-97. For example, a SALARY FACTOR of 0.95 for associate professors in the discipline/major field of History, General in the 1993-94 public study means that their average salary is five percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1993-94 or 1996-97). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of History, General with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1993-94 and the "trend year" of 1996-97 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC, 1993-94:							DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: History, General											
AVERAGE SALARY:	55146	1187	209	42987	623	178	33490	634	180	32450	107	79	27304	63	40	45948	2507	213
FAC MIX PCT:	47.3%			24.9%			25.3%			4.3%			2.5%			100.0%		
SALARY FACTOR:	0.97			0.95			0.90			0.91			0.98			1.01		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	56883	25472		45101	21772		37168	21820		35603	3055		27885	5059		45639	74123	248
FAC MIX PCT:	34.4%			29.4%			29.4%			4.1%			6.8%			100.0%		
PUBLIC, 1996-97:							DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: History, General											
AVERAGE SALARY:	59382	1144	212	45828	666	192	36356	673	194	34153	135	92	29309	76	45	48905	2559	220
FAC MIX PCT:	44.7%			26.0%			26.3%			5.3%			3.0%			100.0%		
SALARY FACTOR:	0.96			0.94			0.91			0.90			0.97			0.99		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	61544	25352		48681	22668		39882	21093		38020	3394		30234	4866		49367	73979	248
FAC MIX PCT:	34.3%			30.6%			28.5%			4.6%			6.6%			100.0%		
PRIVATE, 1993-94:							DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: History, General											
AVERAGE SALARY:	55285	604	229	41866	371	173	34020	348	178	31924	54	47	28404	33	27	45502	1356	279
FAC MIX PCT:	44.5%			27.4%			25.7%			4.0%			2.4%			100.0%		
SALARY FACTOR:	0.96			0.96			0.94			0.94			0.99			1.00		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	57885	11849		43655	10661		36230	11025		33925	1491		28720	1903		45301	35438	327
FAC MIX PCT:	33.4%			30.1%			31.1%			4.2%			5.4%			100.0%		
PRIVATE, 1996-97:							DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: History, General											
AVERAGE SALARY:	61113	641	231	45474	367	176	36239	347	192	32927	60	54	30782	27	21	50122	1382	283
FAC MIX PCT:	46.4%			26.6%			25.1%			4.3%			2.0%			100.0%		
SALARY FACTOR:	0.96			0.96			0.93			0.90			0.97			1.01		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	63553	12422		47422	11242		39143	10902		36709	1695		31814	1648		49753	36214	327
FAC MIX PCT:	34.3%			31.0%			30.1%			4.7%			4.6%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1993-94 AND 1996-97

In the PUBLIC 1993-94 study in the above table, the discipline/major field of History, General was reported in 213 of the 248 public institutions. The average salary of the 2,507 faculty was $45,948. This average salary was approximately .7 percent higher than the average salary of $45,639 for all 74,123 faculty in ALL MAJOR FIELDS in the same 1993-94 public study.

For the PUBLIC 1996-97 salary study in the above table, History, General was reported in 220 of the same 248 public institutions. The average salary of the 2,559 faculty was $48,905. This average salary was approximately .9 percent lower than the average salary of $49,367 for all 73,979 faculty in ALL MAJOR FIELDS in the 1996-97 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of History, General in the public institutions studied was 6.4 percent ($48,905 minus $45,948 equals $2,957). The CPI of increase cost-of-living between October 1993 and October 1996 was 8.6 percent. In comparison, with the CPI, there was a relative increase in History, General average faculty salaries over the three-year period by 2.2 percent or an average of .7 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 8.2 percent ($49,367 minus $45,639 equals $3,728). In comparison to the discipline/major field of History, General (6.4%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.8 percent more than the faculty in the discipline/major field of History, General.

In the 1993-94 study the faculty mix percentage in History, General is higher at the professor rank than at the assistant professor rank: 47.3 percent vs. 25.3 percent; and higher in the 1996-97 study, it is 44.7 percent vs. 26.3 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.4 percent

vs 29.4 percent (1993-94) and 34.3 percent vs 28.5 percent (1996-97).

Finally, the hiring rate of new assistant professors in History, General in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1993-94, 4.3 percent (107/2,507) vs 4.1 percent (3,055/74,123) and higher in 1996-97, 5.3 percent (135/2,559) vs. 4.6 percent (3,394/73,979).

RESULTS OF THE TWO PRIVATE STUDIES: 1993-94 AND 1996-97

The PRIVATE 1993-94 salary study in the above table indicates that the discipline/major field of History, General was reported in 279 of the 327 private institutions. The average salary of the 1,356 faculty was $45,502, an average salary .4 percent higher than the average salary of $45,301 for all 35,438 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

In the PRIVATE 1996-97 salary study in the above table, 283 of the same 327 private institutions reported History, General. The average salary of the 1,382 faculty was $50,122, an average salary 2.2 percent higher than the average salary of $49,753 for all 36,214 faculty in ALL MAJOR FIELDS in the 1996-97 private study.

The three-year increase in average salaries for all faculty in History, General in the private institutions studied was 10.2 percent ($50,122 minus $45,502 equals $4,620). The CPI increased cost-of-living between October 1993 and October 1996 was 8.6 percent. A more realistic increase, therefore, in the average faculty salaries of History, General over the three-year time period, is 1.6 percent or .5 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.8 percent ($49,753 minus $45,301 equals $4,452). In comparison to History, General (10.2%), the faculty in ALL MAJOR FIELDS increased their salaries 1.9 percent (10.2% minus 9.8% equals .4%) less than faculty in History, General.

For both studies in the discipline/major field of History, General the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank : 44.5 percent vs. 25.7 percent (1993-94); and 46.4 percent vs 25.1 percent, (1996-97). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.4 percent vs. 31.1 percent (1993-94) and 34.3 percent vs. 30.1 percent (1996-97).

Finally, the hiring rate for new assistant professors in History, General was the same as that of the hiring rate in ALL MAJOR FIELDS in the 1993-94 private study: 4.0 percent (54/1,356) vs. 4.2 percent (1,491/35,438) and lower in the 1996-97 private study: 4.3 percent (60/1,382) vs. 4.7 percent (1,695/36,214).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of History, General and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1993-94 through the "trend year" of 1996-97. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 7,804 (3.6%) faculty in the discipline/major field of History, General participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 219,754 participating faculty. The same 248 public institutions and the same 327 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of History, General in 1993-94 were one percent above and the same as the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in History, General in 1996-97 were one percent below and one percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1996 CPI reflects an 8.6 percent increase over the October 1993 CPI and indicates that the faculty in History, General in the public institutions received an average annual salary increase of .7 percent below the cost-of-living. In contrast, in the private institutions the annual average salary increase was .5 percent above the cost-of-living.

Third, in both the 1993-94 and 1996-97 public studies and the 1993-94 and 1996-97 private studies in History, General, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of History, General is well established in the academy.

Finally, the hiring rate of new assistant professors in History, General in the 1993-94 private study was lower than the hiring rate of ALL MAJOR FIELDS. However, in the hiring rate for new assistant professors in the 1993-94 and 1996-97 public studies and in the 1996-97 private study was higher than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of History, General has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
ARCHITECTURE AND RELATED PROGRAMS
AREA, ETHNIC, AND CULTURAL STUDIES
ART, GENERAL
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SERVICES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL
EDUCATION/INSTRUCTIONAL MEDIA/TECHNICIAN
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MARKETING MANAGEMENT AND RESEARCH
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R. N. TRAINING)
OCCUPATIONAL THERAPY
PARKS, RECREATION, LEISURE, & FITNESS STUDIES
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICAL THERAPY
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
PUBLIC HEALTH, GENERAL
READING TEACHER EDUCATION
SOCIAL SCIENCES, GENERAL
SOCIAL WORK
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Alabama Agriculture and Mechanical University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong Atlantic State University (GA)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Coastal Carolina University (SC)
College of William and Mary (VA)
Columbus State University (GA)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University Main Campus (MN)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Ferris State University (MI)
Fitchburg State College (MD)
Florida International University (FL)
Fort Hayes State University (KS)
Francis Marion University (SC)
Georgia College & State University (GA)
Georgia Institute of Technology (GA)
Georgia Southern University (GA)
Georgia Southwestern State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University at South Bend (IN)
Indiana University Northwest (IN)
Indiana University of Pennsylvania (PA)
Indiana University-Purdue University at Fort Wayne (IN)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander University (SC)
Langston University (OK)
Lincoln University (MO)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Miami University-Oxford (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MD)
Missouri Western State College (MO)
Montana State University Billings (MT)
Montana Tech of the University of Montana (MT)
Monclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Murray State University (KY)
New Mexico Highland University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern Illinois University (IL)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rowan University (NJ)
Rutgers, The State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
San Jose State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
South Dakota State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Albany (NY)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
Sul Ross State University (TX)
Tarleton State University (TX)
Temple University (PA)
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Texas A & M University at Corpus Christi (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
The College of New Jersey (NJ)
The Richard Stockton College of New Jersey (NJ)
The University of Akron (OH)
The University of Memphis (TN)
Towson State University (MD)
Troy State University (AL)
Truman State University (MO)
United States Naval Academy (MD)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of California Santa Cruz (CA)
University of Central Arkansas (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore (MD)
University of Maryland Baltimore County (MD)
University of Massachusetts Amherst (MA)
University of Massachusetts at Boston (MA)
University of Michigan-Dearborn (MI)
University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Florida (FL)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico Humacao University College (PR)

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University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of South Dakota (SD)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Main (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of West Alabama (AL)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Liberty State College (WV)
West Virginia University Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon University (OR)
Western Washington University (WA)
Wichita State University (KS)
William Patterson College of New Jersey (NJ)
Worcester State College (MA)
Wright State University Main Campus (OH)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (GA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barber-Scotia College (NC)
Barnard College (NY)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (WV)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Biola University (CA)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau College (GA)
Briar Cliff College (IA)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Cardinal Stritch College (WI)
Case Western Reserve University (OH)
Catawba College (NC)
Catholic University of America (DC)
Cazenovia College (NY)
Cedar Crest College (PA)
Cedarville College (OH)
Central University (IA)
Chapman University (CA)
Christian Brothers University (TN)
Clarkson College (NE)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (MN)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (Moorhead) (MN)
Concordia College (NE)
Concordia College (NY)
Concordia University Wisconsin (WI)
Cooper Union for the Advancement of Science and Art, The (NY)
Culver-Stockton College (MO)
D'Youville College (NY)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College, The (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drexel University (PA)
Drury College (MO)
East Texas Baptist University (TX)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)

Edgewood College (WI)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Theological
Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College of Indiana (IN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb College (NC)
Georgetown College (KY)
Goldey Beacom College (DE)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Gustavus Adolphus College (MN)
Gwynedd-Mercy College (PA)
Hampton University (VA)
Hastings College (NE)
Hendrix College (AR)
Hilbert College (NY)
Hiram College (OH)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Houston Baptist University (TX)
Husson College (ME)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
LeTourneau College (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Livingstone College (NC)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount Manhattan College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Mount St. Clare College (IA)
Mount St. Mary's College (CA)
Mount Union College (OH)
Mulhenberg College (PA)
Neumann College (PA)
Newberry College (SC)
North Central College (IL)
North Park College and Theological Seminary (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College of the Assemblies of God (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Oberlin College (OH)
Oglethorpe University (GA)
Oklahoma Baptist University (OK)
Olivet Nazarene College (IL)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Christian College (CA)
Palm Beach Atlantic College (FL)
Pfeiffer College (NC)
Piedmont College (GA)
Pikeville College (KY)

Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Human Institute of Technology (IN)
Rosemont College (PA)
Sacred Heart Major Seminary (MI)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint John's University (MN)
Saint Mary's College (MI)
Saint Mary's College (WA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Saint Peters's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Simpson College (IA)
Smith College (MA)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Sweet Briar College (VA)
Syracuse University (NY)
Tabor College (KS)
Texas Christian University (TX)
Texas Wesleyan University (TX)
The Sage College (NY)
Thomas More College (KY)
Transylvania University (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (OH)
Union Theological Seminary in Virginia (VA)
Union University (TN)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Detroit Mercy (MI)
University of Dubuque (IA)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of San Diego (CA)
University of San Francisco (CA)
University of Sioux Falls (SD)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Utica College of Syracuse University (NY)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webster University (MO)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College (WV)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
Wilmington College (DE)
Wilmington College (OH)
Wingate College (NC)

Wisconsin Lutheran College (WI)
Wittenburg University (OH)
Woodbury University (CA)
Xavier University (OH)
York College of Pennsylvania (PA)

SALARY-TREND STUDY OF FACULTY IN HOME ECONOMICS FOR THE YEARS 1993-94 AND 1996-97

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1996-97: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Home Economics. The CIP defines the discipline/major field of Home Economics as,

> A summary of groups of instructional programs that describe the relationship of the physical, social, emotional, and intellectual environments to the development of individuals, and the effects of these factors on society and the workplace.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 103--19).]

This article summarizes the overall average salary increases in the discipline/major field of Home Economics for both public and private institutions from the "baseline year" of 1993-94 to and including the "trend year" of 1996-97. Of the 307 institutions which participated in CUPA's PUBLIC study of 1993-94, 248 also participated in 1996-97. Data from those same 248 institutions were used in both the baseline year and the trend year. Of the 490 institutions which participated in CUPA's PRIVATE study of 1993-94, 327 also participated in 1996-97. Data from those same 327 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Home Economics for

both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1993-94 and 1996-97).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 30.9 for associate professors of Home Economics in the 1993-94 public study means that 30.9 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the

ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1993-94, PUBLIC 1996-97, PRIVATE 1993-94 and PRIVATE 1996-97. For example, a SALARY FACTOR of 0.96 for associate professors in the discipline/major field of Home Economics in the 1993-94 public study means that their average salary is four percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1993-94 or 1996-97). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Home Economics with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1993-94 and the "trend year" of 1996-97 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: HOME ECONOMICS MAJOR FIELD: Home Economics																		
PUBLIC, 1993-94:																		
AVERAGE SALARY:	54064	187	67	43224	270	68	35499	324	82	36006	31	22	27676	94	45	41010	875	90
FAC MIX PCT:	21.4%			30.9%			37.0%			3.5%			10.7%			100.0%		
SALARY FACTOR:	0.95			0.96			0.96			1.01			0.99			0.90		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	56883	25472		45101	21772		37168	21820		35603	3055		27885	5059		45639	74123	248
FAC MIX PCT:	34.4%			29.4%			29.4%			4.1%			6.8%			100.0%		
DISCIPLINE: HOME ECONOMICS MAJOR FIELD: Home Economics																		
PUBLIC, 1996-97:																		
AVERAGE SALARY:	59807	185	60	46846	263	69	38730	271	67	36838	48	31	30583	94	50	45210	813	81
FAC MIX PCT:	22.8%			32.3%			33.3%			5.9%			11.6%			100.0%		
SALARY FACTOR:	0.97			0.96			0.97			0.97			1.01			0.92		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	61544	25352		48681	22668		39882	21093		38020	3394		30234	4866		49367	73979	248
FAC MIX PCT:	34.3%			30.6%			28.5%			4.6%			6.6%			100.0%		
DISCIPLINE: HOME ECONOMICS MAJOR FIELD: Home Economics																		
PRIVATE, 1993-94:																		
AVERAGE SALARY:	44472	20	13	40360	39	17	33445	47	23	31296	3	3	24902	12	7	36731	118	31
FAC MIX PCT:	16.9%			33.1%			39.8%			2.5%			10.2%			100.0%		
SALARY FACTOR:	0.77			0.92			0.92			0.92			0.87			0.81		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57885	11849		43655	10661		36230	11025		33925	1491		28720	1903		45301	35438	327
FAC MIX PCT:	33.4%			30.1%			31.1%			4.2%			5.4%			100.0%		
DISCIPLINE: HOME ECONOMICS MAJOR FIELD: Home Economics																		
PRIVATE, 1996-97:																		
AVERAGE SALARY:	49260	18	13	42879	32	17	38875	42	18	38237	9	5	31598	9	6	41346	101	25
FAC MIX PCT:	17.8%			31.7%			41.6%			8.9%			8.9%			100.0%		
SALARY FACTOR:	0.78			0.90			0.99			1.04			0.99			0.83		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	63553	12422		47422	11242		39143	10902		36709	1695		31814	1648		49753	36214	327
FAC MIX PCT:	34.3%			31.0%			30.1%			4.7%			4.6%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1993-94 AND 1996-97

In the PUBLIC 1993-94 study in the above table, the discipline/major field of Home Economics was reported in 90 of the 248 public institutions. The average salary of the 875 faculty was $41,010. This average salary was approximately 11.3 percent lower than the average salary of $45,639 for all 74,123 faculty in ALL MAJOR FIELDS in the same 1993-94 public study.

For the PUBLIC 1996-97 salary study in the above table, Home Economics was reported in 81 of the same 248 public institutions. The average salary of the 813 faculty was $45,210. This average salary was approximately 9.2 percent lower than the average salary of $49,367 for all 73,979 faculty in ALL MAJOR FIELDS in the 1996-97 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Home Economics in the public institutions studied was 10.2 percent ($45,210 minus $41,010 equals $4,200). The CPI of increase cost-of-living between October 1993 and October 1996 was 8.6 percent. In comparison, with the CPI, there was a relative increase in Home Economics average faculty salaries over the three-year period by 1.6 percent or an average of .5 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 8.2 percent ($49,367 minus $45,639 equals $3,728). In comparison to the discipline/major field of Home Economics (10.2%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 2.0 percent less than the faculty in the discipline/major field of Home Economics.

In the 1993-94 study the faculty mix percentage in Home Economics is lower at the professor rank than at the assistant professor rank: 21.4 percent vs. 37.0 percent; in the 1996-97 study it is 22.8 percent vs. 33.3 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.4 percent

vs 29.4 percent (1993-94) and 34.3 percent vs 28.5 percent (1996-97).

Finally, the hiring rate of new assistant professors in Home Economics in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1993-94, 3.5 percent (31/875) vs 4.1 percent (3,055/74,123) and higher in 1996-97, 5.9 percent (48/813) vs. 4.6 percent (3,394/73,979).

RESULTS OF THE TWO PRIVATE STUDIES: 1993-94 AND 1996-97

The PRIVATE 1993-94 salary study in the above table indicates that the discipline/major field of Home Economics was reported in 31 of the 327 private institutions. The average salary of the 118 faculty was $36,731, an average salary 23.3 percent lower than the average salary of $45,301 for all 35,438 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

In the PRIVATE 1996-97 salary study in the above table, 25 of the same 327 private institutions reported Home Economics. The average salary of the 101 faculty was $41,346, an average salary 20.0 percent lower than the average salary of $49,753 for all 36,214 faculty in ALL MAJOR FIELDS in the 1996-97 private study.

The three-year increase in average salaries for all faculty in Home Economics in the private institutions studied was 12.6 percent ($41,346 minus $36,731 equals $4,615). The CPI increased cost-of-living between October 1993 and October 1996 was 8.6 percent. A more realistic increase, therefore, in the average faculty salaries of Home Economics over the three-year time period, is 4.0 percent or 1.3 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.8 percent ($49,753 minus $45,301 equals $4,452). In comparison to Home Economics (12.6%), the faculty in ALL MAJOR FIELDS increased their salaries 2.8% less than faculty in Home Economics.

For both studies in the discipline/majorfield of Home Economics, the faculty mix percentage

is lower at the professor rank in comparison to the assistant professor rank: 16.9 percent vs. 39.8 percent (1993-94); and 17.8 percent vs 41.6 percent, (1996-97). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.4 percent vs. 31.1 percent (1993-94) and 34.3 percent vs. 30.1 percent (1996-97).

Finally, the hiring rate for new assistant professors in Home Economics was lower than the hiring rate in ALL MAJOR FIELDS in the 1993-94 private study: 2.5 percent (3/118) vs. 4.2 percent (1,491/35,438) and higher in the 1996-97 private study: 8.9 percent (9/101) vs. 4.7 percent (1,695/36,214).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Home Economics and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1993-94 through the "trend year" of 1996-97. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,907 (.9%) faculty in the discipline/major field of Home Economics participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 219,754 participating faculty. The same 248 public institutions and the same 327 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Home Economics 1993-94 were 10 percent and 19 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in

Home Economics in 1996-97 were 8 percent and 17 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1996 CPI reflects an 8.6 percent increase over the October 1993 CPI and indicates that the faculty in Home Economics in the public institutions received an average annual salary increase of 1.3 percent above the cost-of-living. In the private institutions the annual average salary increase was .5 percent above the cost-of-living.

Third, in both the 1993-94 and 1996-97 public and private studies in Home Economics, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Home Economics is still emerging in the academy.

Finally, the hiring rate of new assistant professors in Home Economics in the 1993-94 and 1996-97 public studies and 1993-94 private studies was lower than the hiring rate of ALL MAJOR FIELDS. However, in the 1996-97 private study the hiring rate was higher than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Home Economics has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 9
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 10
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
ARCHITECTURE AND RELATED PROGRAMS
AREA, ETHNIC, AND CULTURAL STUDIES
ART, GENERAL
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SERVICES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL
EDUCATION/INSTRUCTIONAL MEDIA/TECHNICIAN
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MARKETING MANAGEMENT AND RESEARCH
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R. N. TRAINING)
OCCUPATIONAL THERAPY
PARKS, RECREATION, LEISURE, & FITNESS STUDIES
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICAL THERAPY
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
PUBLIC HEALTH, GENERAL
READING TEACHER EDUCATION
SOCIAL SCIENCES, GENERAL
SOCIAL WORK
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Alabama Agriculture and Mechanical University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong Atlantic State University (GA)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Coastal Carolina University (SC)
College of William and Mary (VA)
Columbus State University (GA)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University Main Campus (MN)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Ferris State University (MI)
Fitchburg State College (MD)
Florida International University (FL)
Fort Hayes State University (KS)
Francis Marion University (SC)
Georgia College & State University (GA)
Georgia Institute of Technology (GA)
Georgia Southern University (GA)
Georgia Southwestern State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University at South Bend (IN)
Indiana University Northwest (IN)
Indiana University of Pennsylvania (PA)
Indiana University-Purdue University at Fort Wayne (IN)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander University (SC)
Langston University (OK)
Lincoln University (MO)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Miami University-Oxford (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MD)
Missouri Western State College (MO)
Montana State University Billings (MT)
Montana Tech of the University of Montana (MT)
Monclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)

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Murray State University (KY)
New Mexico Highland University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern Illinois University (IL)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rowan University (NJ)
Rutgers, The State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
San Jose State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
South Dakota State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Albany (NY)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
Sul Ross State University (TX)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M University at Commerce (TX)
Texas A & M University at Corpus Christi (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
The College of New Jersey (NJ)
The Richard Stockton College of New Jersey (NJ)
The University of Akron (OH)
The University of Memphis (TN)
Towson State University (MD)
Troy State University (AL)
Truman State University (MO)
United States Naval Academy (MD)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of California Santa Cruz (CA)
University of Central Arkansas (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore (MD)
University of Maryland Baltimore County (MD)
University of Massachusetts Amherst (MA)
University of Massachusetts at Boston (MA)
University of Michigan-Dearborn (MI)
University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Florida (FL)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico Humacao University College (PR)

University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of South Dakota (SD)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Main (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of West Alabama (AL)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Liberty State College (WV)
West Virginia University Institute of
Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon University (OR)
Western Washington University (WA)
Wichita State University (KS)
William Patterson College of New Jersey (NJ)
Worcester State College (MA)
Wright State University Main Campus (OH)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barber-Scotia College (NC)
Barnard College (NY)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (WV)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Biola University (CA)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau College (GA)
Briar Cliff College (IA)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Cardinal Stritch College (WI)
Case Western Reserve University (OH)
Catawba College (NC)
Catholic University of America (DC)
Cazenovia College (NY)
Cedar Crest College (PA)
Cedarville College (OH)
Central University (IA)
Chapman University (CA)
Christian Brothers University (TN)
Clarkson College (NE)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (Moorhead) (MN)
Concordia College (NE)
Concordia College (NY)
Concordia University Wisconsin (WI)
Cooper Union for the Advancement of Science and Art, The (NY)
Culver-Stockton College (MO)
D'Youville College (NY)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College, The (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drexel University (PA)
Drury College (MO)
East Texas Baptist University (TX)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)

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Edgewood College (WI)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College of Indiana (IN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb College (NC)
Georgetown College (KY)
Goldey Beacom College (DE)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Gustavus Adolphus College (MN)
Gwynedd-Mercy College (PA)
Hampton University (VA)
Hastings College (NE)
Hendrix College (AR)
Hilbert College (NY)
Hiram College (OH)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Houston Baptist University (TX)
Husson College (ME)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
LeTourneau College (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Livingstone College (NC)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount Manhattan College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Mount St. Clare College (IA)
Mount St. Mary's College (CA)
Mount Union College (OH)
Mulhenberg College (PA)
Neumann College (PA)
Newberry College (SC)
North Central College (IL)
North Park College and Theological Seminary (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College of the Assemblies of God (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Oberlin College (OH)
Oglethorpe University (GA)
Oklahoma Baptist University (OK)
Olivet Nazarene College (IL)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Christian College (CA)
Palm Beach Atlantic College (FL)
Pfeiffer College (NC)
Piedmont College (GA)
Pikeville College (KY)

Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Rosemont College (PA)
Sacred Heart Major Seminary (MI)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint John's University (MN)
Saint Mary's College (MI)
Saint Mary's College (WA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Saint Peters's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Simpson College (IA)
Smith College (MA)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Sweet Briar College (VA)
Syracuse University (NY)
Tabor College (KS)
Texas Christian University (TX)
Texas Wesleyan University (TX)
The Sage College (NY)
Thomas More College (KY)
Transylvania University (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (OH)
Union Theological Seminary in Virginia (VA)
Union University (TN)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Detroit Mercy (MI)
University of Dubuque (IA)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of San Diego (CA)
University of San Francisco (CA)
University of Sioux Falls (SD)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Utica College of Syracuse University (NY)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webster University (MO)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College (WV)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
Wilmington College (DE)
Wilmington College (OH)
Wingate College (NC)

Wisconsin Lutheran College (WI)
Wittenburg University (OH)
Woodbury University (CA)
Xavier University (OH)
York College of Pennsylvania (PA)

SALARY-TREND STUDY OF FACULTY IN LIBRARY SCIENCE FOR THE YEARS 1993-94 AND 1996-97

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1996-97: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Library Science. The CIP defines the discipline/major field of Library Science as,

> A summary of groups of instructional programs that describe that describe the knowledge and skills required to manage and/or maintain libraries and related information and record systems, collections and facilities for research and general use.
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 113--25).]

This article summarizes the overall average salary increases in the discipline/major field of Library Science for both public and private institutions from the "baseline year" of 1993-94 to and including the "trend year" of 1996-97. Of the 307 institutions which participated in CUPA's PUBLIC study of 1993-94, 248 also participated in 1996-97. Data from those same 248 institutions were used in both the baseline year and the trend year. Of the 490 institutions which participated in CUPA's PRIVATE study of 1993-94, 327 also participated in 1996-97. Data from those same 327 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Library Science for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1993-94 and 1996-97).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 33.3 for associate professors of Library Science in the 1993-94 public study means that 33.3 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the

ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1993-94, PUBLIC 1996-97, PRIVATE 1993-94 and PRIVATE 1996-97. For example, a SALARY FACTOR of 1.05 for associate professors in the discipline/major field of Library Science in the 1993-94 public study means that their average salary is five percent higher than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1993-94 or 1996-97). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/majorfields in each of the four studies. Among other things, it is used to compare the discipline/major field of Library Science with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1993-94 and the "trend year" of 1996-97 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: LIBRARY SCIENCE MAJOR FIELD: Library Science																		
PUBLIC, 1993-94:																		
AVERAGE SALARY:	60553	65	27	47457	159	45	35468	196	39	33550	19	8	28371	57	19	42035	477	50
FAC MIX PCT:	13.6%			33.3%			41.1%			4.0%			11.9%			100.0%		
SALARY FACTOR:	1.06			1.05			0.95			0.94			1.02			0.92		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	56883	25472		45101	21772		37168	21820		35603	3055		27885	5059		45639	74123	248
FAC MIX PCT:	34.4%			29.4%			29.4%			4.1%			6.8%			100.0%		
DISCIPLINE: LIBRARY SCIENCE MAJOR FIELD: Library Science																		
PUBLIC, 1996-97:																		
AVERAGE SALARY:	67292	90	27	49847	165	39	36442	168	40	33974	14	11	27156	51	20	45967	474	48
FAC MIX PCT:	19.0%			34.8%			35.4%			3.0%			10.8%			100.0%		
SALARY FACTOR:	1.09			1.02			0.91			0.89			0.90			0.93		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	61544	25352		48681	22668		39882	21093		38020	3394		30234	4866		49367	73979	248
FAC MIX PCT:	34.3%			30.6%			28.5%			4.6%			6.6%			100.0%		
DISCIPLINE: LIBRARY SCIENCE MAJOR FIELD: Library Science																		
PRIVATE, 1993-94:																		
AVERAGE SALARY:	57143	21	14	41385	57	23	34212	73	27	46000	1	1	26161	18	10	38385	173	31
FAC MIX PCT:	12.1%			32.9%			42.2%			0.6%			0.4%			100.0%		
SALARY FACTOR:	0.99			0.95			0.94			1.36			0.91			0.85		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57885	11849		43655	10661		36230	11025		33925	1491		28720	1903		45301	35438	327
FAC MIX PCT:	33.4%			30.1%			31.1%			4.2%			5.4%			100.0%		
DISCIPLINE: LIBRARY SCIENCE MAJOR FIELD: Library Science																		
PRIVATE, 1996-97:																		
AVERAGE SALARY:	60854	25	14	46969	58	27	36021	93	31	35003	17	10	28708	19	12	41749	195	35
FAC MIX PCT:	12.8%			29.7%			47.7%			8.7%			9.7%			100.0%		
SALARY FACTOR:	0.96			0.99			0.92			0.95			0.90			0.84		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	63553	12422		47422	11242		39143	10902		36709	1695		31814	1648		49753	36214	327
FAC MIX PCT:	34.3%			31.0%			30.1%			4.7%			4.6%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES: 1993-94 AND 1996-97

In the PUBLIC 1993-94 study in the above table, the discipline/major field of Library Science was reported in 50 of the 248 public institutions. The average salary of the 327 faculty was $42,035. This average salary was approximately 8.6 percent lower than the average salary of $45,639 for all 74,123 faculty in ALL MAJOR FIELDS in the same 1993-94 public study.

For the PUBLIC 1996-97 salary study in the above table, Library Science was reported in 48 of the same 248 public institutions. The average salary of the 474 faculty was $45,967. This average salary was approximately 7.4 percent lower than the average salary of $49,367 for all 73,979 faculty in ALL MAJOR FIELDS in the 1996-97 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Library Science in the public institutions studied was 9.4 percent ($45,967 minus $42,035 equals $3,932). The CPI of increase cost-of-living between October 1993 and October 1996 was 8.6 percent. In comparison, with the CPI, there was a relative increase in Library Science average faculty salaries over the three-year period by .8 percent or an average of .3 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 8.2 percent ($49,367 minus $45,639 equals $3,728). In comparison to the discipline/major field of Library Science (9.4%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.2 percent less than the faculty in the discipline/major field of Library Science.

In the 1993-94 study the faculty mix percentage in Library Science is lower at the professor rank than at the assistant professor rank: 13.6 percent vs. 41.1 percent; in the 1996-97 study it is 19.0 percent vs. 35.4 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.4 percent vs 29.4 percent

(1993-94) and 34.3 percent vs 28.5 percent (1996-97).

Finally, the hiring rate of new assistant professors in Library Science in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1993-94, 4.0 percent (19/477) vs 4.1 percent (3,055/74,123) and lower in 1996-97, 3.0 percent (14/474) vs. 4.6 percent (3,394/73,979).

RESULTS OF THE TWO PRIVATE STUDIES: 1993-94 AND 1996-97

The PRIVATE 1993-94 salary study in the above table indicates that the discipline/major field of Library Science was reported in 31 of the 327 private institutions. The average salary of the 173 faculty was $38,385, an average salary 27.5 percent lower than the average salary of $45,301 for all 35,438 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

In the PRIVATE 1996-97 salary study in the above table, 35 of the same 327 private institutions reported Library Science. The average salary of the 195 faculty was $41,749, an average salary 19.2 percent lower than the average salary of $49,753 for all 36,214 faculty in ALL MAJOR FIELDS in the 1996-97 private study.

The three-year increase in average salaries for all faculty in Library Science in the private institutions studied was 8.8 percent ($41,749 minus $38,385 equals $3,364). The CPI increased cost-of-living between October 1993 and October 1996 was 8.6 percent. A more realistic increase, therefore, in the average faculty salaries of Library Science over the three-year time period, is .2 percent or .07 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.8 percent ($49,753 minus $45,301 equals $4,452). In comparison to Library Science (8.8%), the faculty in ALL MAJOR FIELDS increased their salaries 1.0 percent (9.8% minus 8.8% equals 1.0%) more than faculty in Library Science.

For both studies in the discipline/major field of Library Science, the faculty mix percentage

is lower at the professor rank in comparison to the assistant professor rank: 12.1 percent vs. 42.2 percent (1993-94); and 12.8 percent vs 47.7 percent, (1996-97). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.4 percent vs. 31.1 percent (1993-94) and 34.3 percent vs. 30.1 percent (1996-97).

Finally, the hiring rate for new assistant professors in Library Science was lower than the hiring rate in ALL MAJOR FIELDS in the 1993-94 private study: 0.6 percent (1/173) vs. 4.2 percent (1,491/35,438) and higher in the 1996-97 private study: 8.7 percent (17/195) vs. 4.7 percent (1,695/36,214).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Library Science and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1993-94 through the "trend year" of 1996-97. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,319 (.6%) faculty in the discipline/major field of Library Science participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 219,754 participating faculty. The same 248 public institutions and the same 327 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Library Science 1993-94 were eight percent and 15 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in

Library Science in 1996-97 were seven percent and 16 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1996 CPI reflects an 8.6 percent increase over the October 1993 CPI and indicates that the faculty in Library Science in the public institutions received an average annual salary increase of .3 percent above the cost-of-living. In the private institutions the annual average salary increase was .07 percent above the cost-of-living.

Third, in both the 1993-94 and 1996-97 public and private studies in Library Science the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Library Science is still emerging in the academy.

Finally, the hiring rate of new assistant professors in Library Science in the 1993-94 and 1996-97 public studies and in the 1993-94 private study was lower than the hiring rate of ALL MAJOR FIELDS. However, the hiring rate for new assistant professors in the 1996-97 private study was higher than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Library Science has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 9
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 10
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
ARCHITECTURE AND RELATED PROGRAMS
AREA, ETHNIC, AND CULTURAL STUDIES
ART, GENERAL
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SERVICES
COUNSELOR EDUCATION STUDENT COUNSELING AND GUIDANCE
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL
EDUCATION/INSTRUCTIONAL MEDIA/TECHNICIAN
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MARKETING MANAGEMENT AND RESEARCH
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R. N. TRAINING)
OCCUPATIONAL THERAPY
PARKS, RECREATION, LEISURE, & FITNESS STUDIES
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICAL THERAPY
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
PUBLIC HEALTH, GENERAL
READING TEACHER EDUCATION
SOCIAL SCIENCES, GENERAL
SOCIAL WORK
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Alabama Agriculture and Mechanical University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong Atlantic State University (GA)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Coastal Carolina University (SC)
College of William and Mary (VA)
Columbus State University (GA)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University Main Campus (MN)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Ferris State University (MI)
Fitchburg State College (MD)
Florida International University (FL)
Fort Hayes State University (KS)
Francis Marion University (SC)
Georgia College & State University (GA)
Georgia Institute of Technology (GA)
Georgia Southern University (GA)
Georgia Southwestern State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University at South Bend (IN)
Indiana University Northwest (IN)
Indiana University of Pennsylvania (PA)
Indiana University-Purdue University at Fort Wayne (IN)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander University (SC)
Langston University (OK)
Lincoln University (MO)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Miami University-Oxford (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MD)
Missouri Western State College (MO)
Montana State University Billings (MT)
Montana Tech of the University of Montana (MT)
Monclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)

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Murray State University (KY)
New Mexico Highland University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern Illinois University (IL)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rowan University (NJ)
Rutgers, The State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
San Jose State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
South Dakota State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Albany (NY)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
Sul Ross State University (TX)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M University at Commerce (TX)
Texas A & M University at Corpus Christi (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
The College of New Jersey (NJ)
The Richard Stockton College of New Jersey (NJ)
The University of Akron (OH)
The University of Memphis (TN)
Towson State University (MD)
Troy State University (AL)
Truman State University (MO)
United States Naval Academy (MD)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of California Santa Cruz (CA)
University of Central Arkansas (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore (MD)
University of Maryland Baltimore County (MD)
University of Massachusetts Amherst (MA)
University of Massachusetts at Boston (MA)
University of Michigan-Dearborn (MI)
University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Florida (FL)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico Humacao University College (PR)

University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of South Dakota (SD)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Main (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of West Alabama (AL)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Liberty State College (WV)
West Virginia University Institute of
Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon University (OR)
Western Washington University (WA)
Wichita State University (KS)
William Patterson College of New Jersey (NJ)
Worcester State College (MA)
Wright State University Main Campus (OH)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (GA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barber-Scotia College (NC)
Barnard College (NY)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (WV)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Biola University (CA)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau College (GA)
Briar Cliff College (IA)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Cardinal Stritch College (WI)
Case Western Reserve University (OH)
Catawba College (NC)
Catholic University of America (DC)
Cazenovia College (NY)
Cedar Crest College (PA)
Cedarville College (OH)
Central University (IA)
Chapman University (CA)
Christian Brothers University (TN)
Clarkson College (NE)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (MN)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (Moorhead) (MN)
Concordia College (NE)
Concordia College (NY)
Concordia University Wisconsin (WI)
Cooper Union for the Advancement of Science and Art, The (NY)
Culver-Stockton College (MO)
D'Youville College (NY)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College, The (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drexel University (PA)
Drury College (MO)
East Texas Baptist University (TX)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)

Edgewood College (WI)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College of Indiana (IN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb College (NC)
Georgetown College (KY)
Goldey Beacom College (DE)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Gustavus Adolphus College (MN)
Gwynedd-Mercy College (PA)
Hampton University (VA)
Hastings College (NE)
Hendrix College (AR)
Hilbert College (NY)
Hiram College (OH)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Houston Baptist University (TX)
Husson College (ME)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
LeTourneau College (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Livingstone College (NC)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount Manhattan College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Mount St. Clare College (IA)
Mount St. Mary's College (CA)
Mount Union College (OH)
Mulhenberg College (PA)
Neumann College (PA)
Newberry College (SC)
North Central College (IL)
North Park College and Theological Seminary (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College of the Assemblies of God (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Oberlin College (OH)
Oglethorpe University (GA)
Oklahoma Baptist University (OK)
Olivet Nazarene College (IL)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Christian College (CA)
Palm Beach Atlantic College (FL)
Pfeiffer College (NC)
Piedmont College (GA)
Pikeville College (KY)

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Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Human Institute of Technology (IN)
Rosemont College (PA)
Sacred Heart Major Seminary (MI)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint John's University (MN)
Saint Mary's College (MI)
Saint Mary's College (WA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Saint Peters's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Simpson College (IA)
Smith College (MA)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Sweet Briar College (VA)
Syracuse University (NY)
Tabor College (KS)
Texas Christian University (TX)
Texas Wesleyan University (TX)
The Sage College (NY)
Thomas More College (KY)
Transylvania University (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (OH)
Union Theological Seminary in Virginia (VA)
Union University (TN)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Detroit Mercy (MI)
University of Dubuque (IA)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of San Diego (CA)
University of San Francisco (CA)
University of Sioux Falls (SD)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Utica College of Syracuse University (NY)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webster University (MO)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College (WV)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
Wilmington College (DE)
Wilmington College (OH)
Wingate College (NC)

Wisconsin Lutheran College (WI)
Wittenburg University (OH)
Woodbury University (CA)
Xavier University (OH)
York College of Pennsylvania (PA)

SALARY-TREND STUDY OF FACULTY IN MARKETING MANAGEMENT AND RESEARCH FOR THE YEARS 1993-94 AND 1996-97

by
Richard D. Howe
and
Justin B. Hembree

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1996-97: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Marketing Management and Research. The CIP defines the discipline/major field of Marketing Management and Research as,

> A summary of groups of instructional for moving goods and services from producer to consumer, and to manage such services.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 198--52.14).]

This article summarizes the overall average salary increases in the discipline/major field of Marketing Management and Research for both public and private institutions from the "baseline year" of 1993-94 to and including the "trend year" of 1996-97. Of the 307 institutions which participated in CUPA's PUBLIC study of 1993-94, 248 also participated in 1996-97. Data from those same 248 institutions were used in both the baseline year and the trend year. Of the 490 institutions which participated in CUPA's PRIVATE study of 1993-94, 327 also participated in 1996-97. Data from those same 327 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Marketing Management and Research for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1993-94 and 1996-97).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 31.7 for associate professors of Marketing Management and Research in the 1993-94 public study means that 31.7 percent of the faculty in that discipline/major field held the rank of associate professor.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: Marketing Management and Research																		
PUBLIC, 1993-94																		
AVERAGE SALARY	64688	249	82	52888	253	84	48543	242	86	46961	33	28	31076	55	32	53748	799	108
FAC MIX PCT	31.2%			31.7%			30.3%			4.1%			6.9%			100.0%		
SALARY FACTOR	1.14			1.17			1.31			1.32			1.11			1.18		
ALL MAJOR FIELDS																		
AVERAGE SALARY	56883	25472		45101	21772		37168	21820		35603	3055		27885	5059		45639	74123	248
FAC MIX PCT	34.4%			29.4%			29.4%			4.1%			6.8%			100.0%		
DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: Marketing Management and Research																		
PUBLIC, 1996-97																		
AVERAGE SALARY	69571	311	91	59485	294	97	52877	211	87	51864	31	25	32933	35	25	60441	851	115
FAC MIX PCT	36.5%			34.5%			24.8%			3.6%			4.1%			100.0%		
SALARY FACTOR	1.13			1.22			1.33			1.36			1.09			1.22		
ALL MAJOR FIELDS																		
AVERAGE SALARY	61544	25352		48681	22668		39882	21093		38020	3394		30234	4866		49367	73979	248
FAC MIX PCT	34.3%			30.6%			28.5%			4.6%			6.6%			100.0%		
DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: Marketing Management and Research																		
PRIVATE, 1993-94																		
AVERAGE SALARY	72557	79	38	55772	143	53	50777	155	62	48757	13	12	33631	18	13	56160	395	79
FAC MIX PCT	20.0%			36.2%			39.2%			3.3%			4.6%			100.0%		
SALARY FACTOR	1.25			1.28			1.40			1.44			1.17			1.24		
ALL MAJOR FIELDS																		
AVERAGE SALARY	57885	11849		43655	10661		36230	11025		33925	1491		28721	1899		45301	35438	327
FAC MIX PCT	33.4%			30.1%			31.1%			4.2%			5.4%			100.0%		
DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: Marketing Management and Research																		
PRIVATE, 1996-97																		
AVERAGE SALARY	7991	84	40	62814	134	50	56415	121	51	45977	16	15	48112	12	9	64216	351	73
FAC MIX PCT	23.9%			38.2%			34.5%			4.6%			3.4%			100.0%		
SALARY FACTOR	1.26			1.32			1.44			1.25			1.51			1.29		
ALL MAJOR FIELDS																		
AVERAGE SALARY	63553	12422		47422	11242		39143	10902		36709	1695		31814	1648		49753	36214	327
FAC MIX PCT	34.3%			31.0%			30.1%			4.7%			4.6%			100.0%		

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The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1993-94, PUBLIC 1996-97, PRIVATE 1993-94 and PRIVATE 1996-97. For example, a SALARY FACTOR of 1.17 for associate professors in the discipline/major field of Marketing Management and Research in the 1993-94 public study means that their average salary is 17 percent higher than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1993-94 or 1996-97). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/majorfields in each of the four studies. Among other things, it is used to compare the discipline/majorfield of Marketing Management and Research with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1993-94 and the "trend year" of 1996-97 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

RESULTS OF THE TWO PUBLIC STUDIES: 1993-94 AND 1996-97

In the PUBLIC 1993-94 study in the above table, the discipline/major field of Marketing Management and Research was reported in 108 of the 248 public institutions. The average salary of the 799 faculty was $53,748. This average salary was approximately 17.8 percent higher than the average salary of $45,639 for all 74,123 faculty in ALL MAJOR FIELDS in the same 1993-94 public study.

For the PUBLIC 1996-97 salary study in the above table, Marketing Management and Research was reported in 115 of the same 248 public institutions. The average salary of the 851 faculty was $60,441. This average salary was approximately 22.4 percent higher than the average salary of $49,367 for all 73,979 faculty in ALL MAJOR FIELDS in the 1996-97 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Marketing Management and Research in the public institutions studied was 13.0 percent ($60,441 minus $53,748 equals $6,693). The CPI of increase cost-of-living between October 1993 and October 1996 was 8.6 percent. In comparison, with the CPI, there was a relative increase in Marketing Management and Research average faculty salaries over the three-year period by 4.4 percent or an average of 1.5 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 8.2 percent ($49,367 minus $45,639 equals $3,728). In comparison to the discipline/major field of Marketing Management and Research (13.0%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 4.8 percent less than the faculty in the discipline/major field of Marketing Management and Research.

In the 1993-94 study the faculty mix percentage in Marketing Management and Research is higher at the professor rank than at the assistant professor rank: 31.2 percent vs. 30.3 percent; and in the 1996-97 study; 36.5 percent vs 24.8 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.4 percent vs 29.4 percent (1993-94) and 34.3 percent vs 28.5 percent (1996-97).

Finally, the hiring rate of new assistant professors in Marketing Management and Research in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1993-94, 4.1 percent (33/799) vs 4.1 percent (3,055/74,123) and lower in 1996-97, 3.6 percent (31/851) vs. 4.6 percent (3,394/73,979).

RESULTS OF THE TWO PRIVATE STUDIES: 1993-94 AND 1996-97

The PRIVATE 1993-94 salary study in the above table indicates that the discipline/major field of Marketing Management and Research was reported in 79 of the 327 private institutions. The average salary of the 395 faculty was $56,160, an average salary 24 percent higher than the average salary of $45,301 for all 35,438 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

In the PRIVATE 1996-97 salary study in the above table, 73 of the same 327 private institutions reported Marketing Management and Research . The average salary of the 351 faculty was $64,216, an average salary 29.1 percent higher than the average salary of $49,753 for all 36,214 faculty in ALL MAJOR FIELDS in the 1996-97 private study.

The three-year increase in average salaries for all faculty in Marketing Management and Research in the private institutions studied was 14.3 percent ($64,216 minus $56,160 equals $8,056). The CPI increased cost-of-living between October 1993 and October 1996 was 8.6 percent. A more realistic increase, therefore, in the average faculty salaries of Marketing Management and Research over the three-year time period, is 5.7 percent or 1.9 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.8 percent ($49,753 minus $45,301 equals $4,452). In comparison to Marketing Management and Research (14.3%), the faculty in ALL MAJOR FIELDS increased their salaries 4.5 percent (14.3% minus 9.8% equals 4.5%) less than faculty in Marketing Management and Research.

For both studies in the discipline/major field of Marketing Management and Research, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 20.0 percent vs. 39.2 percent (1993-94);and 23.9 percent vs.34.5 percent (1996-97). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.4 percent vs. 31.1 percent (1993-94) and 34.3 percent vs. 30.1 percent (1996-97).

Finally, the hiring rate for new assistant professors in Marketing Management and Research was lower than the hiring rate in ALL MAJOR FIELDS in the 1993-94 private study: 3.3 percent (13/395) vs. 4.2 percent (1,491/35,438) and lower in the 1996-97 private study: 4.6 percent (16/351) vs. 4.7 percent (1,695/36,214).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Marketing Management and Research and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1993-94 through the "trend year" of 1996-97. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 2,396 (1.1%) faculty in the discipline/major field of Marketing Management and Research participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 219,754 participating faculty. The same 248 public institutions and the same 327 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/majorfield of Marketing Management and Research in 1993-94 were 18 percent and 24 percent higher than the average faculty salary factors for all ranks in ALL MAJOR -FIELDS (1.00). In both the public and private studies the average faculty salary factors for all ranks in Marketing Management and Research in 1996-97 were 22 percent above and 29 percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1996 CPI reflects an 8.6 percent increase over the October 1993 CPI and indicates that the faculty in Marketing Management and Research in the public institutions received an average annual salary increase of !.5 percent above the cost-of-living. In the private institutions the annual average salary increase was 1.9 percent above the cost-of-living.

Third, in both the 1993-94 and 1996-97 public studies in Marketing Management and Research, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank. However, in the 1993-94 and 1996-97 private studies the FAC MIX PCT were lower at the professor rank than at the assistant professor rank; indicating that in the private sector in Business Management and Research is still emerging in the academy.

Finally, the hiring rate of new assistant professors in Marketing Management and Research in the 1993-94 public study was the same as the hiring rate of ALL MAJOR FIELDS. However, in the 1996-97 public study and in the 1993-94 and 1996-97 private studies it was higher than the hiring rate of ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Marketing Management and Research has now been developed, it is anticipated that this information will serve as a valuable and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL

ANTHROPOLOGY

ARCHITECTURE AND RELATED PROGRAMS

AREA, ETHNIC, AND CULTURAL STUDIES

ART, GENERAL

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL

BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES

BUSINESS MANAGERIAL ECONOMICS

CHEMISTRY, GENERAL

COMMUNICATIONS

COMPUTER AND INFORMATION SERVICES

COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE

CURRICULUM AND INSTRUCTION

DRAMA/THEATER ARTS, GENERAL

ECONOMICS, GENERAL

EDUCATION

EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL

EDUCATION/INSTRUCTIONAL MEDIA/TECHNICIAN

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGE AND LITERATURE/LETTERS

ENTERPRISE MANAGEMENT AND OPERATION, GENERAL

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY, GENERAL

HOME ECONOMICS

LIBRARY SCIENCE

MARKETING MANAGEMENT AND RESEARCH

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

MUSIC, GENERAL

NURSING (R. N. TRAINING)

OCCUPATIONAL THERAPY

PARKS, RECREATION, LEISURE, & FITNESS STUDIES

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICAL THERAPY

PHYSICS, GENERAL

POLITICAL SCIENCE, GENERAL

PROTECTIVE SERVICES

PSYCHOLOGY

PUBLIC HEALTH, GENERAL

READING TEACHER EDUCATION

SOCIAL SCIENCES, GENERAL

SOCIAL WORK

SOCIOLOGY

SPECIAL EDUCATION, GENERAL

SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Alabama Agriculture and Mechanical University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong Atlantic State University (GA)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Coastal Carolina University (SC)
College of William and Mary (VA)
Columbus State University (GA)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University Main Campus (MN)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Ferris State University (MI)
Fitchburg State College (MD)
Florida International University (FL)
Fort Hayes State University (KS)
Francis Marion University (SC)
Georgia College & State University (GA)
Georgia Institute of Technology (GA)
Georgia Southern University (GA)
Georgia Southwestern State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University at South Bend (IN)
Indiana University Northwest (IN)
Indiana University of Pennsylvania (PA)
Indiana University-Purdue University at Fort Wayne (IN)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander University (SC)
Langston University (OK)
Lincoln University (MO)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Miami University-Oxford (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MD)
Missouri Western State College (MO)
Montana State University Billings (MT)
Montana Tech of the University of Montana (MT)
Monclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Murray State University (KY)
New Mexico Highland University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern Illinois University (IL)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rowan University (NJ)
Rutgers, The State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
San Jose State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
South Dakota State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Albany (NY)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
Sul Ross State University (TX)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M University at Commerce (TX)
Texas A & M University at Corpus Christi (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
The College of New Jersey (NJ)
The Richard Stockton College of New Jersey (NJ)
The University of Akron (OH)
The University of Memphis (TN)
Towson State University (MD)
Troy State University (AL)
Truman State University (MO)
United States Naval Academy (MD)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of California Santa Cruz (CA)
University of Central Arkansas (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore (MD)
University of Maryland Baltimore County (MD)
University of Massachusetts Amherst (MA)
University of Massachusetts at Boston (MA)
University of Michigan-Dearborn (MI)
University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Florida (FL)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico Humacao University College (PR)

University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of South Dakota (SD)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Main (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of West Alabama (AL)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Liberty State College (WV)
West Virginia University Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon University (OR)
Western Washington University (WA)
Wichita State University (KS)
William Patterson College of New Jersey (NJ)
Worcester State College (MA)
Wright State University Main Campus (OH)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (GA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barber-Scotia College (NC)
Barnard College (NY)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (WV)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Biola University (CA)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau College (GA)
Briar Cliff College (IA)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Cardinal Stritch College (WI)
Case Western Reserve University (OH)
Catawba College (NC)
Catholic University of America (DC)
Cazenovia College (NY)
Cedar Crest College (PA)
Cedarville College (OH)
Central University (IA)
Chapman University (CA)
Christian Brothers University (TN)
Clarkson College (NE)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (MN)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (Moorhead) (MN)
Concordia College (NE)
Concordia College (NY)
Concordia University Wisconsin (WI)
Cooper Union for the Advancement of Science and Art, The (NY)
Culver-Stockton College (MO)
D'Youville College (NY)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College, The (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drexel University (PA)
Drury College (MO)
East Texas Baptist University (TX)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)

Edgewood College (WI)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Theological
Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College of Indiana (IN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb College (NC)
Georgetown College (KY)
Goldey Beacom College (DE)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Gustavus Adolphus College (MN)
Gwynedd-Mercy College (PA)
Hampton University (VA)
Hastings College (NE)
Hendrix College (AR)
Hilbert College (NY)
Hiram College (OH)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Houston Baptist University (TX)
Husson College (ME)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
LeTourneau College (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Livingstone College (NC)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount Manhattan College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Mount St. Clare College (IA)
Mount St. Mary's College (CA)
Mount Union College (OH)
Mulhenberg College (PA)
Neumann College (PA)
Newberry College (SC)
North Central College (IL)
North Park College and Theological Seminary (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College of the Assemblies of God (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Oberlin College (OH)
Oglethorpe University (GA)
Oklahoma Baptist University (OK)
Olivet Nazarene College (IL)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Christian College (CA)
Palm Beach Atlantic College (FL)
Pfeiffer College (NC)
Piedmont College (GA)
Pikeville College (KY)

Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Rosemont College (PA)
Sacred Heart Major Seminary (MI)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint John's University (MN)
Saint Mary's College (MI)
Saint Mary's College (WA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Saint Peters's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Simpson College (IA)
Smith College (MA)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Sweet Briar College (VA)
Syracuse University (NY)
Tabor College (KS)
Texas Christian University (TX)
Texas Wesleyan University (TX)
The Sage College (NY)
Thomas More College (KY)
Transylvania University (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (OH)
Union Theological Seminary in Virginia (VA)
Union University (TN)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Detroit Mercy (MI)
University of Dubuque (IA)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of San Diego (CA)
University of San Francisco (CA)
University of Sioux Falls (SD)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Utica College of Syracuse University (NY)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webster University (MO)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College (WV)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
Wilmington College (DE)
Wilmington College (OH)
Wingate College (NC)

Wisconsin Lutheran College (WI)
Wittenburg University (OH)
Woodbury University (CA)
Xavier University (OH)
York College of Pennsylvania (PA)

SALARY-TREND STUDY OF FACULTY IN MATHEMATICS FOR THE YEARS 1993-94 AND 1996-97

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1996-97: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Mathematics. The CIP defines the discipline/major field of Mathematics as,

> A summary of groups of instructional programs that describe the systematic study of logical symbolic language and its applications.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 119--27).]

This article summarizes the overall average salary increases in the discipline/major field of Mathematics for both public and private institutions from the "baseline year" of 1993-94 to and including the "trend year" of 1996-97. Of the 307 institutions which participated in CUPA's PUBLIC study of 1993-94, 248 also participated in 1996-97. Data from those same 248 institutions were used in both the baseline year and the trend year. Of the 490 institutions which participated in CUPA's PRIVATE study of 1993-94, 327 also participated in 1996-97. Data from those same 327 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Mathematics for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1993-94 and 1996-97).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 29.6 for associate professors of Mathematics in the 1993-94 public study means that 29.6 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies:

PUBLIC 1993-94, PUBLIC 1996-97, PRIVATE 1993-94 and PRIVATE 1996-97. For example, a SALARY FACTOR of .99 for associate professors in the discipline/major field of Mathematics in the 1993-94 public study means that their average salary is one percent below than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1993-94 or 1996-97). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/majorfields in each of the four studies. Among other things, it is used to compare the discipline/major field of Mathematics with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1993-94 and the "trend year" of 1996-97 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
							DISCIPLINE: MATHEMATICS MAJOR FIELD: Mathematics											
PUBLIC, 1993-94:																		
AVERAGE SALARY:	59260	1463	225	44709	1280	227	35974	1151	223	34799	147	92	25986	434	122	45427	4328	238
FAC MIX PCT:	33.8%			29.6%			26.6%			3.4%			10.0%			100.0%		
SALARY FACTOR:	1.04			0.99			0.97			0.98			0.93			1.00		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	56883	25472		45101	21772		37168	21820		35603	3055		27885	5059		45639	74123	248
FAC MIX PCT:	34.4%			29.4%			29.4%			4.1%			6.8%			100.0%		
							DISCIPLINE: MATHEMATICS MAJOR FIELD: Mathematics											
PUBLIC, 1996-97:																		
AVERAGE SALARY:	61732	1502	226	47968	1265	229	39007	1062	223	37068	164	107	28704	443	115	48582	4272	239
FAC MIX PCT:	35.2%			29.6%			24.9%			3.8%			10.4%			100.0%		
SALARY FACTOR:	1.00			0.99			0.98			0.97			0.95			0.98		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	61544	25352		48681	22668		39882	21093		38020	3394		30234	4866		49367	73979	248
FAC MIX PCT:	34.3%			30.6%			28.5%			4.6%			6.6%			100.0%		
							DISCIPLINE: MATHEMATICS MAJOR FIELD: Mathematics											
PRIVATE, 1993-94:																		
AVERAGE SALARY:	59063	667	200	42972	568	211	35495	553	231	32510	64	52	27090	114	80	45489	1902	297
FAC MIX PCT:	35.1%			29.9%			29.1%			3.4%			6.0%			100.0%		
SALARY FACTOR:	1.02			0.98			0.98			0.96			0.94			1.00		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	57885	11849		43655	10661		36230	11025		33925	1491		28720	1903		45301	35438	327
FAC MIX PCT:	33.4%			30.1%			31.1%			4.2%			5.4%			100.0%		
							DISCIPLINE: MATHEMATICS MAJOR FIELD: Mathematics											
PRIVATE, 1996-97:																		
AVERAGE SALARY:	63557	689	213	46448	599	225	37863	470	223	35447	69	58	29228	100	63	49694	1858	301
FAC MIX PCT:	37.1%			32.2%			25.3%			3.7%			5.4%			100.0%		
SALARY FACTOR:	1.00			0.98			0.97			0.97			0.92			1.00		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	63553	12422		47422	11242		39143	10902		36709	1695		31814	1648		49753	36214	327
FAC MIX PCT:	34.3%			31.0%			30.1%			4.7%			4.6%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1993-94 AND 1996-97

In the PUBLIC 1993-94 study in the above table, the discipline/major field of Mathematics was reported in 238 of the 248 public institutions. The average salary of the 4,328 faculty was $45,427 This average salary was approximately .5 percent lower than the average salary of $45,639 for all 74,123 faculty in ALL MAJOR FIELDS in the same 1993-94 public study.

For the PUBLIC 1996-97 salary study in the above table, Mathematics was reported in 239 of the same 248 public institutions. The average salary of the 4,272 faculty was $48,582. This average salary was approximately 1.6 percent lower than the average salary of $49,367 for all 73,979 faculty in ALL MAJOR FIELDS in the 1996-97 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Mathematics in the public institutions studied was 6.9 percent ($48,582 minus $45,427 equals $3,155). The CPI of increase cost-of-living between October 1993 and October 1996 was 8.6 percent. In comparison, with the CPI, there was a relative increase in Mathematics average faculty salaries over the three-year period by 1.7 percent or an average of .6 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 8.2 percent ($49,367 minus $45,639 equals $3,728). In comparison to the discipline/major field of Mathematics (6.9%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.3 percent more than the faculty in the discipline/major field of Mathematics.

In the 1993-94 study the faculty mix percentage in Mathematics is higher at the professor rank than at the assistant professor rank: 33.8 percent vs. 26.6 percent; in the 1996-97 study it is 35.2 percent vs. 24.9 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.4 percent vs 29.4 percent

(1993-94) and 34.3 percent vs 28.5 percent (1996-97).

Finally, the hiring rate of new assistant professors in Mathematics in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1993-94, 3.4 percent (147/4,328) vs 4.1 percent (3,055/74,123) and lower in 1996-97, 3.8 percent (164/4,272) vs. 4.6 percent (3,394/73,979).

RESULTS OF THE TWO PRIVATE STUDIES: 1993-94 AND 1996-97

The PRIVATE 1993-94 salary study in the above table indicates that the discipline/major field of Mathematics was reported in 297 of the 327 private institutions. The average salary of the 1,902 faculty was $45,489, which was .4% above the average salary of $45,301 for all 35,438 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

In the PRIVATE 1996-97 salary study in the above table, 301 of the same 327 private institutions reported Mathematics. The average salary of the 1,858 faculty was $49,694, an average salary .1 percent lower than the average salary of $49,753 for all 36,214 faculty in ALL MAJOR FIELDS in the 1996-97 private study.

The three-year increase in average salaries for all faculty in Mathematics in the private institutions studied was 9.2 percent ($49,694 minus $45,489 equals $4,205). The CPI increased cost-of-living between October 1993 and October 1996 was 8.6 percent. A more realistic increase, therefore, in the average faculty salaries of Mathematics over the three-year time period, is .6 percent or .2 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.8 percent ($49,753 minus $45,301 equals $4,452). In comparison to Mathematics (9.2%), the faculty in ALL MAJOR FIELDS increased their salaries .6 percent (9.8% minus 9.2% equals .6%) more than faculty in Mathematics.

For both studies in the discipline/major field of Mathematics, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank: 35.1 percent vs. 29.1 percent (1993-94); and 37.1 percent vs 25.3 percent, (1996-97). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.4 percent vs. 31.1 percent (1993-94) and 34.3 percent vs. 30.1 percent (1996-97).

Finally, the hiring rate for new assistant professors in Mathematics was lower than the hiring rate in ALL MAJOR FIELDS in the 1993-94 private study: 3.4 percent (64/1,902) vs. 4.2 percent (1,491/35,438) and lower in the 1996-97 private study: 3.7 percent (69/1,858) vs. 4.7 percent (1,695/36,214).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Mathematics and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1993-94 through the "trend year" of 1996-97. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 12,360 (5.6%) faculty in the discipline/major field of Mathematics participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 219,754 participating faculty. The same 248 public institutions and the same 327 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Mathematics 1993-94 were exactly the same as the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In the public study the average faculty salary factors for all ranks in Mathematics in 1996-97 were .02

percent below and the same in the 1996-97 private study as the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1996 CPI reflects an 8.6 percent increase over the October 1993 CPI and indicates that the faculty in Mathematics in the public institutions received an average annual salary increase of .6 percent below the cost-of-living. In the private institutions the annual average salary increase was .02 percent above the cost-of-living.

Third, in both the 1993-94 and 1996-97 public and private studies in Mathematics, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank.

Finally, the hiring rate of new assistant professors in Mathematics in the 1993-94 and 1996-97 public studies was lower than the hiring rate of ALL MAJOR FIELD; and in the hiring rate for new assistant professors in the 1993-94 and 1996-97 private studies was lower than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Mathematics has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 9
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 10
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
ARCHITECTURE AND RELATED PROGRAMS
AREA, ETHNIC, AND CULTURAL STUDIES
ART, GENERAL
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
BUSINESS MANAGERIAL ECONOMICS
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SERVICES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL
EDUCATION INSTRUCTIONAL MEDIA/TECHNICIAN
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MARKETING MANAGEMENT AND RESEARCH
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R. N. TRAINING)
OCCUPATIONAL THERAPY
PARKS, RECREATION, LEISURE, & FITNESS STUDIES
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICAL THERAPY
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
PUBLIC HEALTH, GENERAL
READING TEACHER EDUCATION
SOCIAL SCIENCES, GENERAL
SOCIAL WORK
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Alabama Agriculture and Mechanical University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong Atlantic State University (GA)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Coastal Carolina University (SC)
College of William and Mary (VA)
Columbus State University (GA)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University Main Campus (MN)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Ferris State University (MI)
Fitchburg State College (MD)
Florida International University (FL)
Fort Hayes State University (KS)
Francis Marion University (SC)
Georgia College & State University (GA)
Georgia Institute of Technology (GA)
Georgia Southern University (GA)
Georgia Southwestern State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University at South Bend (IN)
Indiana University Northwest (IN)
Indiana University of Pennsylvania (PA)
Indiana University-Purdue University at Fort Wayne (IN)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander University (SC)
Langston University (OK)
Lincoln University (MO)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Miami University-Oxford (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MD)
Missouri Western State College (MO)
Montana State University Billings (MT)
Montana Tech of the University of Montana (MT)
Monclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)

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Murray State University (KY)
New Mexico Highland University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern Illinois University (IL)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rowan University (NJ)
Rutgers, The State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
San Jose State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
South Dakota State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Albany (NY)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
Sul Ross State University (TX)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M University at Commerce (TX)
Texas A & M University at Corpus Christi (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
The College of New Jersey (NJ)
The Richard Stockton College of New Jersey (NJ)
The University of Akron (OH)
The University of Memphis (TN)
Towson State University (MD)
Troy State University (AL)
Truman State University (MO)
United States Naval Academy (MD)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of California Santa Cruz (CA)
University of Central Arkansas (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore (MD)
University of Maryland Baltimore County (MD)
University of Massachusetts Amherst (MA)
University of Massachusetts at Boston (MA)
University of Michigan-Dearborn (MI)
University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Florida (FL)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico Humacao University College (PR)

University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of South Dakota (SD)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of West Alabama (AL)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Liberty State College (WV)
West Virginia University Institute of
Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon University (OR)
Western Washington University (WA)
Wichita State University (KS)
William Patterson College of New Jersey (NJ)
Worcester State College (MA)
Wright State University Main Campus (OH)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Asbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barber-Scotia College (NC)
Barnard College (NY)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (WV)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Biola University (CA)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau College (GA)
Briar Cliff College (IA)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Cardinal Stritch College (WI)
Case Western Reserve University (OH)
Catawba College (NC)
Catholic University of America (DC)
Cazenovia College (NY)
Cedar Crest College (PA)
Cedarville College (OH)
Central University (IA)
Chapman University (CA)
Christian Brothers University (TN)
Clarkson College (NE)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (MN)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (Moorhead) (MN)
Concordia College (NE)
Concordia College (NY)
Concordia University Wisconsin (WI)
Cooper Union for the Advancement of Science and Art, The (NY)
Culver-Stockton College (MO)
D'Youville College (NY)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College, The (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drexel University (PA)
Drury College (MO)
East Texas Baptist University (TX)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)

Edgewood College (WI)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Theological
Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College of Indiana (IN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb College (NC)
Georgetown College (KY)
Goldey Beacom College (DE)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Gustavus Adolphus College (MN)
Gwynedd-Mercy College (PA)
Hampton University (VA)
Hastings College (NE)
Hendrix College (AR)
Hilbert College (NY)
Hiram College (OH)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Houston Baptist University (TX)
Husson College (ME)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
LeTourneau College (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Livingstone College (NC)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount Manhattan College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Mount St. Clare College (IA)
Mount St. Mary's College (CA)
Mount Union College (OH)
Muhlenberg College (PA)
Neumann College (PA)
Newberry College (SC)
North Central College (IL)
North Park College and Theological Seminary (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College of the Assemblies of God (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Oberlin College (OH)
Oglethorpe University (GA)
Oklahoma Baptist University (OK)
Olivet Nazarene College (IL)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Christian College (CA)
Palm Beach Atlantic College (FL)
Pfeiffer College (NC)
Piedmont College (GA)
Pikeville College (KY)

Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Rosemont College (PA)
Sacred Heart Major Seminary (MI)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint John's University (MN)
Saint Mary's College (MI)
Saint Mary's College (WA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Saint Peters's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Simpson College (IA)
Smith College (MA)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Sweet Briar College (VA)
Syracuse University (NY)
Tabor College (KS)
Texas Christian University (TX)
Texas Wesleyan University (TX)
The Sage College (NY)
Thomas More College (KY)
Transylvania University (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (OH)
Union Theological Seminary in Virginia (VA)
Union University (TN)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Detroit Mercy (MI)
University of Dubuque (IA)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of San Diego (CA)
University of San Francisco (CA)
University of Sioux Falls (SD)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Utica College of Syracuse University (NY)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webster University (MO)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College (WV)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
Wilmington College (DE)
Wilmington College (OH)
Wingate College (NC)

Wisconsin Lutheran College (WI)
Wittenburg University (OH)
Woodbury University (CA)
Xavier University (OH)
York College of Pennsylvania (PA)

SALARY-TREND STUDY OF FACULTY IN MULTI/INTERDISCIPLINARY STUDIES FOR THE YEARS 1993-94 AND 1996-97

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1996-97: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Multi/Interdisciplinary Studies. The CIP defines the discipline/major field of Multi/Interdisciplinary Studies as,

> A summary of groups of instructional programs, the components of which derive from two or more separate instructional programs.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 121--30).]

This article summarizes the overall average salary increases in the discipline/major field of Multi/Interdisciplinary studies for both public and private institutions from the "baseline year" of 1993-94 to and including the "trend year" of 1996-97. Of the 307 institutions which participated in CUPA's PUBLIC study of 1993-94, 248 also participated in 1996-97. Data from those same 248 institutions were used in both the baseline year and the trend year. Of the 490 institutions which participated in CUPA's PRIVATE study of 1993-94, 327 also participated in 1996-97. Data from those same 327 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Multi/Interdisciplinary Studies for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1993-94 and 1996-97).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 25.3 for associate professors of Multi/Interdisciplinary Studies in the 1993-94 public study means that 25.3 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies:

PUBLIC 1993-94, PUBLIC 1996-97, PRIVATE 1993-94 and PRIVATE 1996-97. For example, a SALARY FACTOR of 0.93 for associate professors in the discipline/major field of Multi/Interdisciplinary Studies in the 1993-94 public study means that their average salary is seven percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1993-94 or 1996-97). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Multi/Interdisciplinary Studies with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1993-94 and the "trend year" of 1996-97 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC, 1993-94: DISCIPLINE: MULTI/INTERDISCIPLINARY STUDIES MAJOR FIELD: Multi/Interdisciplinary Studies																		
AVERAGE SALARY:	53150	84	28	41733	91	25	33104	143	23	37381	8	7	25598	42	11	39087	360	41
FAC MIX PCT:	23.3%			25.3%			39.7%			2.2%			11.7%			100.0%		
SALARY FACTOR:	0.93			0.93			0.89			1.05			0.92			0.86		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	56883	25472		45101	21772		37168	21820		35603	3055		27885	5059		45639	74123	248
FAC MIX PCT:	34.4%			29.4%			29.4%			4.1%			6.8%			100.0%		
PUBLIC, 1996-97: DISCIPLINE: MULTI/INTERDISCIPLINARY STUDIES MAJOR FIELD: Multi/Interdisciplinary Studies																		
AVERAGE SALARY:	57913	84	29	48045	66	21	36425	94	24	37979	8	5	20232	52	10	42269	296	38
FAC MIX PCT:	28.4%			22.3%			31.8%			2.7%			17.6%			100.0%		
SALARY FACTOR:	0.94			0.99			0.91			1.00			0.67			0.86		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	61544	25352		48681	22668		39882	21093		38020	3394		30234	4866		49367	73979	248
FAC MIX PCT:	34.3%			30.6%			28.5%			4.6%			6.6%			100.0%		
PRIVATE, 1993-94: DISCIPLINE: MULTI/INTERDISCIPLINARY STUDIES MAJOR FIELD: Multi/Interdisciplinary Studies																		
AVERAGE SALARY:	67266	21	9	45966	28	10	37137	26	9	41500	2	1	34011	5	3	47941	80	19
FAC MIX PCT:	26.3%			35.0%			32.5%			2.5%			6.3%			100.0%		
SALARY FACTOR:	1.16			1.05			1.03			1.22			1.18			1.06		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57885	11849		43655	10661		36230	11025		33925	1491		28720	1903		45301	35438	327
FAC MIX PCT:	33.4%			30.1%			31.1%			4.2%			5.4%			100.0%		
PRIVATE, 1996-97: DISCIPLINE: MULTI/INTERDISCIPLINARY STUDIES MAJOR FIELD: Multi/Interdisciplinary Studies																		
AVERAGE SALARY:	61188	92	11	49456	29	12	34457	31	12	32600	12	7	31108	7	6	52512	159	27
FAC MIX PCT:	57.9%			18.2%			19.5%			7.5%			4.4%			100.0%		
SALARY FACTOR:	0.96			1.04			0.88			0.89			0.98			1.06		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	63553	12422		47422	11242		39143	10902		36709	1695		31814	1648		49753	36214	327
FAC MIX PCT:	34.3%			31.0%			30.1%			4.7%			4.6%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1993-94 AND 1996-97

In the PUBLIC 1993-94 study in the above table, the discipline/major field of Multi/InterdisciplinaryStudies was reported in 41 of the 248 public institutions. The average salary of the 360 faculty was $39,087. This average salary was approximately 16.8 percent lower than the average salary of $45,639 for all 74,123 faculty in ALL MAJOR FIELDS in the same 1993-94 public study.

For the PUBLIC 1996-97 salary study in the above table, Multi/InterdisciplinaryStudies was reported in 38 of the same 248 public institutions. The average salary of the 296 faculty was $42,269. This average salary was approximately 16.8 percent lower than the average salary of $49,367 for all 73,979 faculty in ALL MAJOR FIELDS in the 1996-97 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Multi/Interdisciplinary Studies in the public institutions studied was 8.1 percent ($42,269 minus $39,087 equals $3,182). The CPI of increase cost-of-livingbetween October 1993 and October 1996 was 8.6 percent. In comparison, with the CPI, there was a relative increase in Multi/Interdisciplinary Studies average faculty salaries over the three-year period by .5 percent or an average of .2 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 8.2 percent ($49,367 minus $45,639 equals $3,728). In comparison to the discipline/major field of Multi/Interdisciplinary Studies (8.1%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .1 percent more than the faculty in the discipline/major field of Multi/Interdisciplinary Studies.

In the 1993-94 study the faculty mix percentage in Multi/Interdisciplinary Studies is lower at the professor rank than at the assistant professor rank: 23.3 percent vs. 39.7 percent; in the 1996-97 study it is 28.4 percent vs. 31.8 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.4 percent vs 29.4 percent (1993-94) and 34.3 percent vs 28.5 percent (1996-97).

Finally, the hiring rate of new assistant professors in Multi/Interdisciplinary Studies in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1993-94, 2.2 percent (8/360) vs 4.1 percent (3,055/74,123) and higher in 1996-97, 2.7 percent (8/296) vs. 4.6 percent (3,394/73,979).

RESULTS OF THE TWO PRIVATE STUDIES: 1993-94 AND 1996-97

The PRIVATE 1993-94 salary study in the above table indicates that the discipline/major field of Multi/Interdisciplinary Studies was reported in 19 of the 327 private institutions. The average salary of the 80 faculty was $47,941, an average salary 5.2 percent higher than the average salary of $45,301 for all 35,438 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

In the PRIVATE 1996-97 salary study in the above table, 27 of the same 327 private institutions reported Multi/Interdisciplinary Studies. The average salary of the 159 faculty was $52,512, an average salary 5.5 percent higher than the average salary of $49,753 for all 36,214 faculty in ALL MAJOR FIELDS in the 1996-97 private study.

The three-year increase in average salaries for all faculty in Multi/Interdisciplinary Studies in the private institutions studied was 7.1 percent ($52,512 minus $49,048 equals $3,464). The CPI increased cost-of-living between October 1993 and October 1996 was 8.6 percent. A more realistic increase, therefore, in the average faculty salaries of Multi/Interdisciplinary Studies over the three-year time period, is 1.5 percent or .5 percent each year below the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.8 percent ($49,753 minus $45,301 equals $4,452). In comparison to Multi/Interdisciplinary Studies (7.1%), the faculty in ALL MAJOR FIELDS increased their salaries 2.7 percent (9.8% minus 7.1% equals 2.7%) more than faculty in Multi/Interdisciplinary Studies.

In the 1993 study for the discipline/majorfield of Multi/InterdisciplinaryStudies, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 26.3 percent vs. 32.5 percent; and higher in the 1996-97 study, 57.9 percent vs 19.5 percent. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.4 percent vs. 31.1 percent (1993-94) and 34.3 percent vs. 30.1 percent (1996-97).

Finally, the hiring rate for new assistant professors in Multi/Interdisciplinary Studies was lower than the hiring rate in ALL MAJOR FIELDS in the 1993-94 private study: 2.5 percent (2/80) vs. 4.2 percent (1,491/35,438) and higher in the 1996-97 private study: 7.5 percent (12/159) vs. 4.7 percent (1,695/36,214).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Multi/Interdisciplinary Studies and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1993-94 through the "trend year" of 1996-97. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 895 (.4%) faculty in the discipline/majorfield of Multi/InterdisciplinaryStudies participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 219,754 participating faculty. The same 248 public institutions and the same 327 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Multi/Interdisciplinary Studies in 1993-94 were 14 percent below and .06 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Multi/Interdisciplinary Studies in 1996-97 were 14 percent below and 06 percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), as well.

Second, the October 1996 CPI reflects an 8.6 percent increase over the October 1993 CPI and indicates that the faculty in Multi/Interdisciplinary Studies in the public institutions received an average annual salary increase of .2 percent below the cost-of-living. In the private institutions the annual average salary increase was .5 percent below the cost-of-living.

Third, in both the 1993-94 and 1996-97 public and 1993-94 private studies in Multi/InterdisciplinaryStudies, the FAC MIX PCTs for the professor rank are lower than those for the assistant professor rank. However, in the 1996-97 Private study the FAC MIX PCTs is higher for the professor rank than for the assistant professor rank.

Finally, the hiring rate of new assistant professors in Multi/Interdisciplinary Studies in the 1993-94 and 1996-97 public studies were lower than the hiring rate of ALL MAJOR FIELDS. However, in the hiring rate for new assistant professors in the 1993-94 private study was lower while in the 1996-97 private study the hiring rate was higher than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Multi/Interdisciplinary Studies has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ADMINISTRATIVE ASSISTANT SECRETARIAL SCIENCE, GENERAL

ANTHROPOLOGY

ARCHITECTURE AND RELATED PROGRAMS

AREA, ETHNIC, AND CULTURAL STUDIES

ART, GENERAL

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL

BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES

BUSINESS MANAGERIAL ECONOMICS

CHEMISTRY, GENERAL

COMMUNICATIONS

COMPUTER AND INFORMATION SERVICES

COUNSELOR EDUCATION STUDENT COUNSELING AND GUIDANCE

CURRICULUM AND INSTRUCTION

DRAMA/THEATER ARTS, GENERAL

ECONOMICS, GENERAL

EDUCATION

EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL

EDUCATION/INSTRUCTIONAL MEDIA/TECHNICIAN

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGE AND LITERATURE/LETTERS

ENTERPRISE MANAGEMENT AND OPERATION, GENERAL

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY, GENERAL

HOME ECONOMICS

LIBRARY SCIENCE

MARKETING MANAGEMENT AND RESEARCH

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

MUSIC, GENERAL

NURSING (R. N. TRAINING)

OCCUPATIONAL THERAPY

PARKS, RECREATION, LEISURE, & FITNESS STUDIES

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICAL THERAPY

PHYSICS, GENERAL

POLITICAL SCIENCE, GENERAL

PROTECTIVE SERVICES

PSYCHOLOGY

PUBLIC HEALTH, GENERAL

READING TEACHER EDUCATION

SOCIAL SCIENCES, GENERAL

SOCIAL WORK

SOCIOLOGY

SPECIAL EDUCATION, GENERAL

SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Alabama Agriculture and Mechanical University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong Atlantic State University (GA)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Coastal Carolina University (SC)
College of William and Mary (VA)
Columbus State University (GA)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University Main Campus (MN)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Ferris State University (MI)
Fitchburg State College (MD)
Florida International University (FL)
Fort Hayes State University (KS)
Francis Marion University (SC)
Georgia College & State University (GA)
Georgia Institute of Technology (GA)
Georgia Southern University (GA)
Georgia Southwestern State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University at South Bend (IN)
Indiana University Northwest (IN)
Indiana University of Pennsylvania (PA)
Indiana University-Purdue University at Fort Wayne (IN)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander University (SC)
Langston University (OK)
Lincoln University (MO)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Miami University-Oxford (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MD)
Missouri Western State College (MO)
Montana State University Billings (MT)
Montana Tech of the University of Montana (MT)
Monclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Murray State University (KY)
New Mexico Highland University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern Illinois University (IL)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rowan University (NJ)
Rutgers, The State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
San Jose State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
South Dakota State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Albany (NY)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
Sul Ross State University (TX)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M University at Commerce (TX)
Texas A & M University at Corpus Christi (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
The College of New Jersey (NJ)
The Richard Stockton College of New Jersey (NJ)
The University of Akron (OH)
The University of Memphis (TN)
Towson State University (MD)
Troy State University (AL)
Truman State University (MO)
United States Naval Academy (MD)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of California Santa Cruz (CA)
University of Central Arkansas (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore (MD)
University of Maryland Baltimore County (MD)
University of Massachusetts Amherst (MA)
University of Massachusetts at Boston (MA)
University of Michigan-Dearborn (MI)
University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Florida (FL)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico Humacao University College (PR)

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University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of South Dakota (SD)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Main (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of West Alabama (AL)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Liberty State College (WV)
West Virginia University Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon University (OR)
Western Washington University (WA)
Wichita State University (KS)
William Patterson College of New Jersey (NJ)
Worcester State College (MA)
Wright State University Main Campus (OH)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (GA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barber-Scotia College (NC)
Barnard College (NY)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (WV)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Biola University (CA)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau College (GA)
Briar Cliff College (IA)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Cardinal Stritch College (WI)
Case Western Reserve University (OH)
Catawba College (NC)
Catholic University of America (DC)
Cazenovia College (NY)
Cedar Crest College (PA)
Cedarville College (OH)
Central University (IA)
Chapman University (CA)
Christian Brothers University (TN)
Clarkson College (NE)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (MN)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (Moorhead) (MN)
Concordia College (NE)
Concordia College (NY)
Concordia University Wisconsin (WI)
Cooper Union for the Advancement of Science and Art, The (NY)
Culver-Stockton College (MO)
D'Youville College (NY)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College, The (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drexel University (PA)
Drury College (MO)
East Texas Baptist University (TX)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)

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Edgewood College (WI)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Theological
Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College of Indiana (IN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb College (NC)
Georgetown College (KY)
Goldey Beacom College (DE)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Gustavus Adolphus College (MN)
Gwynedd-Mercy College (PA)
Hampton University (VA)
Hastings College (NE)
Hendrix College (AR)
Hilbert College (NY)
Hiram College (OH)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Houston Baptist University (TX)
Husson College (ME)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
LeTourneau College (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Livingstone College (NC)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount Manhattan College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Mount St. Clare College (IA)
Mount St. Mary's College (CA)
Mount Union College (OH)
Mulhenberg College (PA)
Neumann College (PA)
Newberry College (SC)
North Central College (IL)
North Park College and Theological Seminary (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College of the Assemblies of God (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Oberlin College (OH)
Oglethorpe University (GA)
Oklahoma Baptist University (OK)
Olivet Nazarene College (IL)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Christian College (CA)
Palm Beach Atlantic College (FL)
Pfeiffer College (NC)
Piedmont College (GA)
Pikeville College (KY)

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Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Human Institute of Technology (IN)
Rosemont College (PA)
Sacred Heart Major Seminary (MI)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint John's University (MN)
Saint Mary's College (MI)
Saint Mary's College (WA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Saint Peters's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Simpson College (IA)
Smith College (MA)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Sweet Briar College (VA)
Syracuse University (NY)
Tabor College (KS)
Texas Christian University (TX)
Texas Wesleyan University (TX)
The Sage College (NY)
Thomas More College (KY)
Transylvania University (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (OH)
Union Theological Seminary in Virginia (VA)
Union University (TN)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Detroit Mercy (MI)
University of Dubuque (IA)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of San Diego (CA)
University of San Francisco (CA)
University of Sioux Falls (SD)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Utica College of Syracuse University (NY)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webster University (MO)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College (WV)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
Wilmington College (DE)
Wilmington College (OH)
Wingate College (NC)

Wisconsin Lutheran College (WI)
Wittenburg University (OH)
Woodbury University (CA)
Xavier University (OH)
York College of Pennsylvania (PA)

SALARY-TREND STUDY OF FACULTY IN MUSIC, GENERAL FOR THE YEARS 1993-94 AND 1996-97

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1996-97: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Music, General. The CIP defines the discipline/major field of Music, General as,

> An instructional program that generally describes the study and appreciation of music, and the study of music performance. Includes instruction in principles of harmony, musical notation, musical styles, the historical development of music, and the fundamentals of various musical instruments.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 167--50.0901).]

This article summarizes the overall average salary increases in the discipline/major field of Music, General for both public and private institutions from the "baseline year" of 1993-94 to and including the "trend year" of 1996-97. Of the 307 institutions which participated in CUPA's PUBLIC study of 1993-94, 248 also participated in 1996-97. Data from those same 248 institutions were used in both the baseline year and the trend year. Of the 490 institutions which participated in CUPA's PRIVATE study of 1993-94, 327 also participated in 1996-97. Data from those same 327 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Music, General for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1993-94 and 1996-97).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 32.7 for associate professors of Music, General in the 1993-94 public study means that 32.7 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1993-94, PUBLIC 1996-97, PRIVATE 1993-94 and PRIVATE 1996-97. For example, a SALARY FACTOR of 0.90 for associate professors in the discipline/major field of Music, General in the 1993-94 public study means that their average salary is ten percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1993-94 or 1996-97). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Music, General with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1993-94 and the "trend year" of 1996-97 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC, 1993-94:	DISCIPLINE: VISUAL AND PERFORMING ARTS MAJOR FIELD: Music, General																	
AVERAGE SALARY:	51356	921	177	40639	900	179	32509	785	175	30859	100	62	27192	146	74	41193	2752	199
FAC MIX PCT:	33.5%			32.7%			28.5%			3.6%			5.3%			100.0%		
SALARY FACTOR:	0.90			0.90			0.87			0.87			0.98			0.90		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	56883	25472		45101	21772		37168	21820		35603	3055		27885	5059		45639	74123	248
FAC MIX PCT:	34.4%			29.4%			29.4%			4.1%			6.8%			100.0%		
PUBLIC, 1996-97:	DISCIPLINE: VISUAL AND PERFORMING ARTS MAJOR FIELD: Music, General																	
AVERAGE SALARY:	55172	913	175	43487	953	181	35398	750	173	34396	136	79	29661	172	78	44285	2788	200
FAC MIX PCT:	32.7%			34.2%			26.9%			4.9%			6.2%			100.0%		
SALARY FACTOR:	0.90			0.89			0.89			0.90			0.98			0.90		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	61544	25352		48681	22668		39882	21093		38020	3394		30234	4866		49367	73979	248
FAC MIX PCT:	34.3%			30.6%			28.5%			4.6%			6.6%			100.0%		
PRIVATE, 1993-94:	DISCIPLINE: VISUAL AND PERFORMING ARTS MAJOR FIELD: Music, General																	
AVERAGE SALARY:	48053	438	155	38176	432	169	31822	365	164	31229	50	40	25990	85	63	38911	1320	239
FAC MIX PCT:	33.2%			32.7%			27.7%			3.8%			6.4%			100.0%		
SALARY FACTOR:	0.83			0.87			0.88			0.92			0.90			0.86		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	57885	11849		43655	10661		36230	11025		33925	1491		28720	1903		45301	35438	327
FAC MIX PCT:	33.4%			30.1%			31.1%			4.2%			5.4%			100.0%		
PRIVATE, 1996-97:	DISCIPLINE: VISUAL AND PERFORMING ARTS MAJOR FIELD: Music, General																	
AVERAGE SALARY:	52807	453	168	42454	458	166	34659	392	170	32214	55	39	30607	50	39	43224	1353	242
FAC MIX PCT:	33.5%			33.9%			29.0%			4.1%			3.7%			100.0%		
SALARY FACTOR:	0.83			0.90			0.89			0.88			0.96			0.87		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	63553	12422		47422	11242		39143	10902		36709	1695		31814	1648		49753	36214	327
FAC MIX PCT:	34.3%			31.0%			30.1%			4.7%			4.6%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1993-94 AND 1996-97

In the PUBLIC 1993-94 study in the above table, the discipline/major field of Music, General was reported in 199 of the 248 public institutions. The average salary of the 2,752 faculty was $41,193. This average salary was approximately 10.8 percent lower than the average salary of $45,639 for all 74,123 faculty in ALL MAJOR FIELDS in the same 1993-94 public study.

For the PUBLIC 1996-97 salary study in the above table, Music, General was reported in 200 of the same 248 public institutions. The average salary of the 2,788 faculty was $44,285. This average salary was approximately 11.5 percent lower than the average salary of $49,367 for all 73,979 faculty in ALL MAJOR FIELDS in the 1996-97 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Music, General in the public institutions studied was 7.5 percent ($44,285 minus $41,193 equals $3,092). The CPI of increase cost-of-living between October 1993 and October 1996 was 8.6 percent. In comparison, with the CPI, there was a relative increase in Music, General average faculty salaries over the three-year period by 1.1 percent or an average of 0.4 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 8.2 percent ($49,367 minus $45,639 equals $3,728). In comparison to the discipline/major field of Music, General (7.5%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .7 percent more than the faculty in the discipline/major field of Music, General.

In the 1993-94 study the faculty mix percentage in Music, General is higher at the professor rank than at the assistant professor rank: 33.5 percent vs. 28.5 percent; in the 1996-97 study it is 32.7 percent vs. 26.9 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.4 percent vs 29.4 percent

(1993-94) and 34.3 percent vs 28.5 percent (1996-97).

Finally, the hiring rate of new assistant professors in Music, General in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1993-94, 3.6 percent (100/2,752) vs 4.1 percent (3,055/74,123) and higher in 1996-97, 4.9 percent (136/2,788) vs. 4.6 percent (3,394/73,979).

RESULTS OF THE TWO PRIVATE STUDIES: 1993-94 AND 1996-97

The PRIVATE 1993-94 salary study in the above table indicates that the discipline/major field of Music, General was reported in 239 of the 327 private institutions. The average salary of the 1,320 faculty was $38,911, an average salary 16.4 percent lower than the average salary of $45,301 for all 35,438 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

In the PRIVATE 1996-97 salary study in the above table, 242 of the same 327 private institutions reported Music, General. The average salary of the 1,353 faculty was $43,224, an average salary 15.1 percent lower than the average salary of $49,753 for all 36,214 faculty in ALL MAJOR FIELDS in the 1996-97 private study.

The three-year increase in average salaries for all faculty in Music, General in the private institutions studied was 11.1 percent ($43,224 minus $38,911 equals $4,313). The CPI increased cost-of-living between October 1993 and October 1996 was 8.6 percent. A more realistic increase, therefore, in the average faculty salaries of Music, General over the three-year time period, is 2.5 percent or .8 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.8 percent ($49,753 minus $45,301 equals $4,452). In comparison to Music, General (11.1%), the faculty in ALL MAJOR FIELDS increased their salaries 1.3 percent (11.1% minus 9.8% equals 1.3%) less than faculty in Music, General.

For both studies in the discipline/major field of Music, General, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank: 33.2 percent vs. 27.7 percent (1993-94); and 33.5 percent vs 29.0 percent, (1996-97). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.4 percent vs. 31.1 percent (1993-94) and 34.3 percent vs. 30.1 percent (1996-97).

Finally, the hiring rate for new assistant professors in Music, General was lower than the hiring rate in ALL MAJOR FIELDS in the 1993-94 private study: 3.8 percent (50/1,320) vs. 4.2 percent (1,491/35,438) and lower in the 1996-97 private study: 4.1 percent (55/1,353) vs. 4.7 percent (1,695/36,214).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Music, General and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1993-94 through the "trend year" of 1996-97. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 8,213 (3.7%) faculty in the discipline/major field of Music, General participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 219,754 participating faculty. The same 248 public institutions and the same 327 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Music, General 1993-94 were 10 percent and 14 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Music, General in 1996-97 were 10 percent and 13 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1996 CPI reflects an 8.6 percent increase over the October 1993 CPI and indicates that the faculty in Music, General in the public institutions received an average annual salary increase of .4 percent below the cost-of-living. In the private institutions the annual average salary increase was .8 percent above the cost-of-living.

Third, in both the 1993-94 and 1996-97 public and private studies in Music General, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Music, General is well established in the academy.

Finally, the hiring rate of new assistant professors in Music, General in the 1996-97 public study was higher than the hiring rate of ALL MAJOR FIELDS. However, the hiring rate for new assistant professors in the 1993-94 public study and in the 1993-94 and 1996-97 private studies were lower than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Music, General has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
ARCHITECTURE AND RELATED PROGRAMS
AREA, ETHNIC, AND CULTURAL STUDIES
ART, GENERAL
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SERVICES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL
EDUCATION/INSTRUCTIONAL MEDIA/TECHNICIAN
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MARKETING-MANAGEMENT AND RESEARCH
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R. N. TRAINING)
OCCUPATIONAL THERAPY
PARKS, RECREATION, LEISURE, & FITNESS STUDIES
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICAL THERAPY
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
PUBLIC HEALTH, GENERAL
READING TEACHER EDUCATION
SOCIAL SCIENCES, GENERAL
SOCIAL WORK
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Alabama Agriculture and Mechanical University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong Atlantic State University (GA)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Coastal Carolina University (SC)
College of William and Mary (VA)
Columbus State University (GA)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University Main Campus (MN)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Ferris State University (MI)
Fitchburg State College (MD)
Florida International University (FL)
Fort Hayes State University (KS)
Francis Marion University (SC)
Georgia College & State University (GA)
Georgia Institute of Technology (GA)
Georgia Southern University (GA)
Georgia Southwestern State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University at South Bend (IN)
Indiana University Northwest (IN)
Indiana University of Pennsylvania (PA)
Indiana University-Purdue University at Fort Wayne (IN)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander University (SC)
Langston University (OK)
Lincoln University (MO)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Miami University-Oxford (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MD)
Missouri Western State College (MO)
Montana State University Billings (MT)
Montana Tech of the University of Montana (MT)
Monclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Murray State University (KY)
New Mexico Highland University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern Illinois University (IL)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rowan University (NJ)
Rutgers, The State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
San Jose State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
South Dakota State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Albany (NY)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
Sul Ross State University (TX)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M University at Commerce (TX)
Texas A & M University at Corpus Christi (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
The College of New Jersey (NJ)
The Richard Stockton College of New Jersey (NJ)
The University of Akron (OH)
The University of Memphis (TN)
Towson State University (MD)
Troy State University (AL)
Truman State University (MO)
United States Naval Academy (MD)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of California Santa Cruz (CA)
University of Central Arkansas (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore (MD)
University of Maryland Baltimore County (MD)
University of Massachusetts Amherst (MA)
University of Massachusetts at Boston (MA)
University of Michigan-Dearborn (MI)
University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Florida (FL)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico Humacao University College (PR)

University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of South Dakota (SD)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Main (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of West Alabama (AL)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Liberty State College (WV)
West Virginia University Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon University (OR)
Western Washington University (WA)
Wichita State University (KS)
William Patterson College of New Jersey (NJ)
Worcester State College (MA)
Wright State University Main Campus (OH)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (GA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barber-Scotia College (NC)
Barnard College (NY)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (WV)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Biola University (CA)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau College (GA)
Briar Cliff College (IA)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Cardinal Stritch College (WI)
Case Western Reserve University (OH)
Catawba College (NC)
Catholic University of America (DC)
Cazenovia College (NY)
Cedar Crest College (PA)
Cedarville College (OH)
Central University (IA)
Chapman University (CA)
Christian Brothers University (TN)
Clarkson College (NE)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (MN)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (Moorhead) (MN)
Concordia College (NE)
Concordia College (NY)
Concordia University Wisconsin (WI)
Cooper Union for the Advancement of Science and Art, The (NY)
Culver-Stockton College (MO)
D'Youville College (NY)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College, The (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drexel University (PA)
Drury College (MO)
East Texas Baptist University (TX)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)

Edgewood College (WI)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Theological
Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College of Indiana (IN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb College (NC)
Georgetown College (KY)
Goldey Beacom College (DE)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Gustavus Adolphus College (MN)
Gwynedd-Mercy College (PA)
Hampton University (VA)
Hastings College (NE)
Hendrix College (AR)
Hilbert College (NY)
Hiram College (OH)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Houston Baptist University (TX)
Husson College (ME)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
LeTourneau College (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Livingstone College (NC)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount Manhattan College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Mount St. Clare College (IA)
Mount St. Mary's College (CA)
Mount Union College (OH)
Mulhenberg College (PA)
Neumann College (PA)
Newberry College (SC)
North Central College (IL)
North Park College and Theological Seminary (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College of the Assemblies of God (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Oberlin College (OH)
Oglethorpe University (GA)
Oklahoma Baptist University (OK)
Olivet Nazarene College (IL)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Christian College (CA)
Palm Beach Atlantic College (FL)
Pfeiffer College (NC)
Piedmont College (GA)
Pikeville College (KY)

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Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Human Institute of Technology (IN)
Rosemont College (PA)
Sacred Heart Major Seminary (MI)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint John's University (MN)
Saint Mary's College (MI)
Saint Mary's College (WA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Saint Peters's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Simpson College (IA)
Smith College (MA)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Sweet Briar College (VA)
Syracuse University (NY)
Tabor College (KS)
Texas Christian University (TX)
Texas Wesleyan University (TX)
The Sage College (NY)
Thomas More College (KY)
Transylvania University (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (OH)
Union Theological Seminary in Virginia (VA)
Union University (TN)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Detroit Mercy (MI)
University of Dubuque (IA)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of San Diego (CA)
University of San Francisco (CA)
University of Sioux Falls (SD)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Utica College of Syracuse University (NY)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webster University (MO)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College (WV)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
Wilmington College (DE)
Wilmington College (OH)
Wingate College (NC)

Wisconsin Lutheran College (WI)
Wittenburg University (OH)
Woodbury University (CA)
Xavier University (OH)
York College of Pennsylvania (PA)

SALARY-TREND STUDY OF FACULTY IN NURSING, R. N. TRAINING FOR THE YEARS 1993-94 AND 1996-97

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1996-97: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Nursing (R.N. Training). The CIP defines the discipline/major field of Nursing (R.N. Training) as,

> An instructional program that generally prepares individuals in the knowledge, techniques and procedures for promoting health, providing care for sick, disabled, deformed, or other individuals or groups. Includes instruction in administration of medication and treatments, assisting a physician during treatments and examinations, referring patients to physicians and other health care specialists, and planning education for health maintenance.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 179-180--51.1601).]

This article summarizes the overall average salary increases in the discipline/major field of Nursing (R.N. Training) for both public and private institutions from the "baseline year" of 1993-94 to and including the "trend year" of 1996-97. Of the 307 institutions which participated in CUPA's PUBLIC study of 1993-94, 248 also participated in 1996-97. Data from those same 248 institutions were used in both the baseline year and the trend year. Of the 490 institutions which participated in CUPA's PRIVATE study of 1993-94, 327 also participated in 1996-97. Data from those same 327

institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Nursing (R.N. Training) for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1993-94 and 1996-97).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 24.5 for associate professors of Nursing (R.N. Training) in the 1993-94 public study means that 24.5 percent of the faulty in that discipline/ major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1993-94, PUBLIC 1996-97, PRIVATE 1993-94 and PRIVATE 1996-97. For example, a SALARY FACTOR of 0.95 for associate professors in the discipline/major field of Nursing (R.N. Training) in the 1993-94 public study means that their average salary is five percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1993-94 or 1996-97). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Nursing (R.N. Training) with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1993-94 and the "trend year" of 1996-97 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC, 1993-94:							DISCIPLINE: HEALTH SCIENCES MAJOR FIELD: Nursing (R.N. Training)											
AVERAGE SALARY:	51661	211	92	42723	625	141	35320	1299	145	34058	133	71	30466	417	101	37691	2552	157
FAC MIX PCT:	8.3%			24.5%			50.9%			5.2%			16.3%			100.0%		
SALARY FACTOR:	0.91			0.95			0.95			0.96			1.09			0.83		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	56883	25472		45101	21772		37168	21820		35603	3055		27885	5059		45639	74123	248
FAC MIX PCT:	34.4%			29.4%			29.4%			4.1%			6.8%			100.0%		
PUBLIC, 1996-97:							DISCIPLINE: HEALTH SCIENCES MAJOR FIELD: Nursing (R.N. Training)											
AVERAGE SALARY:	56571	247	104	46660	728	147	38972	1224	152	37846	119	69	33911	396	91	42031	2595	162
FAC MIX PCT:	9.5%			28.1%			47.2%			4.6%			15.3%			100.0%		
SALARY FACTOR:	0.92			0.96			0.98			1.00			1.12			0.85		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	61544	25352		48681	22668		39882	21093		38020	3394		30234	4866		49367	73979	248
FAC MIX PCT:	34.3%			30.6%			28.5%			4.6%			6.6%			100.0%		
PRIVATE, 1993-94:							DISCIPLINE: HEALTH SCIENCES MAJOR FIELD: Nursing (R.N. Training)											
AVERAGE SALARY:	50938	124	73	40311	357	104	33784	728	120	32081	78	56	30387	264	67	36201	1473	125
FAC MIX PCT:	8.4%			24.2%			49.4%			5.3%			17.9%			100.0%		
SALARY FACTOR:	0.88			0.92			0.93			0.95			1.06			0.80		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	57885	11849		43655	10661		36230	11025		33925	1491		28720	1903		45301	35438	327
FAC MIX PCT:	33.4%			30.1%			31.1%			4.2%			5.4%			100.0%		
PRIVATE, 1996-97:							DISCIPLINE: HEALTH SCIENCES MAJOR FIELD: Nursing (R.N. Training)											
AVERAGE SALARY:	55418	150	74	44393	391	108	37678	698	117	36131	87	50	35597	234	63	40936	1473	123
FAC MIX PCT:	10.2%			26.5%			47.4%			5.9%			15.9%			100.0%		
SALARY FACTOR:	0.87			0.94			0.96			0.98			1.12			0.82		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	63553	12422		47422	11242		39143	10902		36709	1695		31814	1648		49753	36214	327
FAC MIX PCT:	34.3%			31.0%			30.1%			4.7%			4.6%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1993-94 AND 1996-97

In the PUBLIC 1993-94 study in the above table, the discipline/major field of Nursing (R.N. Training) was reported in 157 of the 248 public institutions. The average salary of the 2,552 faculty was $37,691. This average salary was approximately 21.1 percent lower than the average salary of $45,639 for all 74,123 faculty in ALL MAJOR FIELDS in the same 1993-94 public study.

For the PUBLIC 1996-97 salary study in the above table, Nursing (R.N. Training) was reported in 162 of the same 248 public institutions. The average salary of the 2,595 faculty was $42,031. This average salary was approximately 17.5 percent lower than the average salary of $49,367 for all 73,979 faculty in ALL MAJOR FIELDS in the 1996-97 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Nursing (R.N. Training) in the public institutions studied was 11.5 percent ($42,031 minus $37,691 equals $4,340). The CPI of increase cost-of-living between October 1993 and October 1996 was 8.6 percent. In comparison, with the CPI, there was a relative increase in Nursing (R.N. Training) average faculty salaries over the three-year period by 2.9 percent or an average of 1.0 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 8.2 percent ($49,367 minus $45,639 equals $3,728). In comparison to the discipline/major field of Nursing (R.N. Training) (11.5%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 3.3 percent less than the faculty in the discipline/major field of Nursing (R.N. Training).

In the 1993-94 study the faculty mix percentage in Nursing (R.N. Training) is lower at the professor rank than at the assistant professor rank: 8.3 percent vs. 50.9 percent; in the 1996-97 study it is 9.5 percent vs. 47.2 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.4 percent vs 29.4

percent (1993-94) and 34.3 percent vs 28.5 percent (1996-97).

Finally, the hiring rate of new assistant professors in Nursing (R.N. Training) in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1993-94, 5.2 percent (133/2,552) vs 4.1 percent (3,055/74,123) and virtually the same for 1996-97, 4.6 percent (119/2,595) vs. 4.6 percent (3,394/73,979).

RESULTS OF THE TWO PRIVATE STUDIES: 1993-94 AND 1996-97

The PRIVATE 1993-94 salary study in the above table indicates that the discipline/major field of Nursing (R.N. Training) was reported in 125 of the 327 private institutions. The average salary of the 1,473 faculty was $36,201, an average salary 25.1 percent lower than the average salary of $45,301 for all 35,438 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

In the PRIVATE 1996-97 salary study in the above table, 123 of the same 327 private institutions reported Nursing (R.N. Training). The average salary of the 1,473 faculty was $40,936, an average salary 21.5 percent lower than the average salary of $49,753 for all 36,214 faculty in ALL MAJOR FIELDS in the 1996-97 private study.

The three-year increase in average salaries for all faculty in Nursing (R.N. Training) in the private institutions studied was 13.1 percent ($40,936 minus $36,201 equals $4,735). The CPI increased cost-of-living between October 1993 and October 1996 was 8.6 percent. A more realistic increase, therefore, in the average faculty salaries of Nursing (R.N. Training) over the three-year time period, is 4.5 percent or 1.5 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.8 percent ($49,753 minus $45,301 equals $4,452). In comparison to Nursing (R.N. Training) (13.1%), the faculty in ALL MAJOR FIELDS increased their salaries 3.3 percent (13.1% minus 9.8% equals 3.3%) less than faculty in Nursing (R.N. Training).

For both studies in the discipline/major field of Nursing (R.N. Training), the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 8.4 percent vs. 49.4 percent (1993-94); and 10.2 percent vs 47.4 percent, (1996-97). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.4 percent vs. 31.1 percent (1993-94) and 34.3 percent vs. 30.1 percent (1996-97).

Finally, the hiring rate for new assistant professors in Nursing (R.N. Training) was higher than the hiring rate in ALL MAJOR FIELDS in the 1993-94 private study: 5.3 percent (78/1,473) vs. 4.2 percent (1,491/35,438) and higher in the 1996-97 private study: 5.9 percent (87/1,473) vs. 4.7 percent (1,695/36,214).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Nursing (R.N. Training) and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1993-94 through the "trend year" of 1996-97. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 8,093 (3.7%) faculty in the discipline/major field of Nursing (R.N. Training) participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 219,754 participating faculty. The same 248 public institutions and the same 327 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/majorfield of Nursing (R.N. Training) in 1993-94 were 17 percent and 20 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS

(1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Nursing (R.N. Training) in 1996-97 were 15 percent and 18 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1996 CPI reflects an 8.6 percent increase over the October 1993 CPI and indicates that the faculty in Nursing (R.N. Training) in the public institutions received an average annual salary increase of 1.0 percent above the cost-of-living. In the private institutions the annual average salary increase was 1.5 percent above the cost-of-living.

Third, in both the 1993-94 and 1996-97 public and private studies in Nursing (R.N. Training), the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Nursing (R.N. Training) is still emerging in the academy.

Finally, the hiring rate of new assistant professors in Nursing (R.N. Training) in the 1993-94 and the 1996-97 public study and in the 1993-94 and 1996-97 private studies was higher than the hiring rate of ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Nursing (R.N. Training) has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
ARCHITECTURE AND RELATED PROGRAMS
AREA, ETHNIC, AND CULTURAL STUDIES
ART, GENERAL
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SERVICES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL
EDUCATION/INSTRUCTIONAL MEDIA/TECHNICIAN
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY

HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MARKETING MANAGEMENT AND RESEARCH
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R. N. TRAINING)
OCCUPATIONAL THERAPY
PARKS, RECREATION, LEISURE, & FITNESS STUDIES
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICAL THERAPY
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
PUBLIC HEALTH, GENERAL
READING TEACHER EDUCATION
SOCIAL SCIENCES, GENERAL
SOCIAL WORK
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Alabama Agriculture and Mechanical University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong Atlantic State University (GA)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Coastal Carolina University (SC)
College of William and Mary (VA)
Columbus State University (GA)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University Main Campus (MN)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Ferris State University (MI)
Fitchburg State College (MD)
Florida International University (FL)
Fort Hayes State University (KS)
Francis Marion University (SC)
Georgia College & State University (GA)
Georgia Institute of Technology (GA)
Georgia Southern University (GA)
Georgia Southwestern State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University at South Bend (IN)
Indiana University Northwest (IN)
Indiana University of Pennsylvania (PA)
Indiana University-Purdue University at Fort Wayne (IN)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander University (SC)
Langston University (OK)
Lincoln University (MO)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Miami University-Oxford (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MD)
Missouri Western State College (MO)
Montana State University Billings (MT)
Montana Tech of the University of Montana (MT)
Monclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Murray State University (KY)
New Mexico Highland University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern Illinois University (IL)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rowan University (NJ)
Rutgers, The State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
San Jose State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
South Dakota State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Albany (NY)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
Sul Ross State University (TX)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M University at Commerce (TX)
Texas A & M University at Corpus Christi (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
The College of New Jersey (NJ)
The Richard Stockton College of New Jersey (NJ)
The University of Akron (OH)
The University of Memphis (TN)
Towson State University (MD)
Troy State University (AL)
Truman State University (MO)
United States Naval Academy (MD)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of California Santa Cruz (CA)
University of Central Arkansas (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore (MD)
University of Maryland Baltimore County (MD)
University of Massachusetts Amherst (MA)
University of Massachusetts at Boston (MA)
University of Michigan-Dearborn (MI)
University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Florida (FL)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico Humacao University College (PR)

University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of South Dakota (SD)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Main (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of West Alabama (AL)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Liberty State College (WV)
West Virginia University Institute of
Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon University (OR)
Western Washington University (WA)
Wichita State University (KS)
William Patterson College of New Jersey (NJ)
Worcester State College (MA)
Wright State University Main Campus (OH)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (GA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barber-Scotia College (NC)
Barnard College (NY)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (WV)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Biola University (CA)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau College (GA)
Briar Cliff College (IA)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Cardinal Stritch College (WI)
Case Western Reserve University (OH)
Catawba College (NC)
Catholic University of America (DC)
Cazenovia College (NY)
Cedar Crest College (PA)
Cedarville College (OH)
Central University (IA)
Chapman University (CA)
Christian Brothers University (TN)
Clarkson College (NE)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (MN)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (Moorhead) (MN)
Concordia College (NE)
Concordia College (NY)
Concordia University Wisconsin (WI)
Cooper Union for the Advancement of Science and Art, The (NY)
Culver-Stockton College (MO)
D'Youville College (NY)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College, The (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drexel University (PA)
Drury College (MO)
East Texas Baptist University (TX)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)

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Edgewood College (WI)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Theological
Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College of Indiana (IN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb College (NC)
Georgetown College (KY)
Goldey Beacom College (DE)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Gustavus Adolphus College (MN)
Gwynedd-Mercy College (PA)
Hampton University (VA)
Hastings College (NE)
Hendrix College (AR)
Hilbert College (NY)
Hiram College (OH)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Houston Baptist University (TX)
Husson College (ME)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
LeTourneau College (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Livingstone College (NC)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount Manhattan College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Mount St. Clare College (IA)
Mount St. Mary's College (CA)
Mount Union College (OH)
Mulhenberg College (PA)
Neumann College (PA)
Newberry College (SC)
North Central College (IL)
North Park College and Theological Seminary (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College of the Assemblies of God (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Oberlin College (OH)
Oglethorpe University (GA)
Oklahoma Baptist University (OK)
Olivet Nazarene College (IL)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Christian College (CA)
Palm Beach Atlantic College (FL)
Pfeiffer College (NC)
Piedmont College (GA)
Pikeville College (KY)

Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Human Institute of Technology (IN)
Rosemont College (PA)
Sacred Heart Major Seminary (MI)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint John's University (MN)
Saint Mary's College (MI)
Saint Mary's College (WA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Saint Peters's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Simpson College (IA)
Smith College (MA)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Sweet Briar College (VA)
Syracuse University (NY)
Tabor College (KS)
Texas Christian University (TX)
Texas Wesleyan University (TX)
The Sage College (NY)
Thomas More College (KY)
Transylvania University (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (OH)
Union Theological Seminary in Virginia (VA)
Union University (TN)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Detroit Mercy (MI)
University of Dubuque (IA)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of San Diego (CA)
University of San Francisco (CA)
University of Sioux Falls (SD)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Utica College of Syracuse University (NY)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webster University (MO)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College (WV)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
Wilmington College (DE)
Wilmington College (OH)
Wingate College (NC)

Wisconsin Lutheran College (WI)
Wittenburg University (OH)
Woodbury University (CA)
Xavier University (OH)
York College of Pennsylvania (PA)

SALARY-TREND STUDY OF FACULTY IN OCCUPATIONAL THERAPY FOR THE YEARS 1993-94 AND 1996-97

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1996-97: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Occupational Therapy. The CIP defines the discipline/major field of Occupational Therapy as,

> An instructional program that prepares individuals to employ self-care, work and play activities as therapeutic regimes for patients in order to increase independent functioning, enhance development and assist recovery from disability. Includes instruction in adapting therapeutic tasks or environments to achieve maximum independence and enhance the quality of life for each patient.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 185--51.2306).]

This article summarizes the overall average salary increases in the discipline/major field of Occupational Therapy for both public and private institutions from the "baseline year" of 1993-94 to and including the "trend year" of 1996-97. Of the 307 institutions which participated in CUPA's PUBLIC study of 1993-94, 248 also participated in 1996-97. Data from those same 248 institutions were used in both the baseline year and the trend year. Of the 490 institutions which participated in CUPA's PRIVATE study of 1993-94, 327 also participated in 1996-97. Data from those same 327 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Occupational Therapy for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1993-94 and 1996-97).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 23.6 for associate professors of Occupational Therapy in the 1993-94 public study means that 23.6 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1993-94, PUBLIC 1996-97, PRIVATE 1993-94 and PRIVATE 1996-97. For example, a SALARY FACTOR of 0.92 for associate professors in the discipline/major field of Occupational Therapy in the 1993-94 public study means that their average salary is eight percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1993-94 or 1996-97). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Occupational Therapy with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1993-94 and the "trend year" of 1996-97 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: HEALTH SCIENCES MAJOR FIELD: Occupational Therapy																		
PUBLIC, 1993-94:																		
AVERAGE SALARY:	51868	25	11	41333	37	14	37506	64	18	40735	8	6	31276	31	10	39465	157	22
FAC MIX PCT:	15.9%			23.6%			40.8%			5.1%			19.7%			100.0%		
SALARY FACTOR:	0.91			0.92			1.01			1.14			1.12			0.86		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	56883	25472		45101	21772		37168	21820		35603	3055		27885	5059		45639	74123	248
FAC MIX PCT:	34.4%			29.4%			29.4%			4.1%			6.8%			100.0%		
DISCIPLINE: HEALTH SCIENCES MAJOR FIELD: Occupational Therapy																		
PUBLIC, 1996-97:																		
AVERAGE SALARY:	58219	19	8	47929	43	17	42452	71	20	44109	12	7	33038	35	13	43676	168	22
FAC MIX PCT:	11.3%			25.6%			42.3%			7.1%			20.8%			100.0%		
SALARY FACTOR:	0.95			0.98			1.06			1.16			1.09			0.88		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	61544	25352		48681	22668		39882	21093		38020	3394		30234	4866		49367	73979	248
FAC MIX PCT:	34.3%			30.6%			28.5%			4.6%			6.6%			100.0%		
DISCIPLINE: HEALTH SCIENCES MAJOR FIELD: Occupational Therapy																		
PRIVATE, 1993-94:																		
AVERAGE SALARY:	53885	3	3	40514	15	6	36692	32	15	34200	5	4	33360	12	7	37804	62	16
FAC MIX PCT:	4.8%			24.2%			51.6%			8.1%			19.4%			100.0%		
SALARY FACTOR:	0.93			0.93			1.01			1.01			1.16			0.83		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57885	11849		43655	10661		36230	11025		33925	1491		28720	1903		45301	35438	327
FAC MIX PCT:	33.4%			30.1%			31.1%			4.2%			5.4%			100.0%		
DISCIPLINE: HEALTH SCIENCES MAJOR FIELD: Occupational Therapy																		
PRIVATE, 1996-97:																		
AVERAGE SALARY:	52997	9	7	48200	26	13	39185	59	23	43498	11	7	38586	27	11	42016	121	26
FAC MIX PCT:	7.4%			21.5%			48.8%			9.1%			22.3%			100.0%		
SALARY FACTOR:	0.83			1.02			1.00			1.18			1.21			0.84		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	63553	12422		47422	11242		39143	10902		36709	1695		31814	1648		49753	36214	327
FAC MIX PCT:	34.3%			31.0%			30.1%			4.7%			4.6%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1993-94 AND 1996-97

In the PUBLIC 1993-94 study in the above table, the discipline/major field of Occupational Therapy was reported in 22 of the 248 public institutions. The average salary of the 157 faculty was $39,465. This average salary was approximately 15.6 percent lower than the average salary of $45,639 for all 74,123 faculty in ALL MAJOR FIELDS in the same 1993-94 public study.

For the PUBLIC 1996-97 salary study in the above table, Occupational Therapy was reported in 22 of the same 248 public institutions. The average salary of the 168 faculty was $43,676. This average salary was approximately 13 percent lower than the average salary of $49,367 for all 73,979 faculty in ALL MAJOR FIELDS in the 1996-97 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Occupational Therapy in the public institutions studied was 10.7 percent ($43,676 minus $39,465 equals $4,211). The CPI of increase cost-of-living between October 1993 and October 1996 was 8.6 percent. In comparison, with the CPI, there was a relative increase in Occupational Therapy average faculty salaries over the three-year period by 2.1 percent or an average of .07 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 8.2 percent ($49,367 minus $45,639 equals $3,728). In comparison to the discipline/major field of Occupational Therapy (10.7%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 2.5 percent less than the faculty in the discipline/major field of Occupational Therapy.

In the 1993-94 study the faculty mix percentage in Occupational Therapy is lower at the professor rank than at the assistant professor rank: 15.9 percent vs. 40.8 percent; in the 1996-97 study it is 11.3 percent vs. 42.3 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.4 percent

vs 29.4 percent (1993-94) and 34.3 percent vs 28.5 percent (1996-97).

Finally, the hiring rate of new assistant professors in Occupational Therapy in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1993-94, 5.1 percent (8/157) vs 4.1 percent (3,055/74,123) and higher in 1996-97, 7.1 percent (12/168) vs. 4.6 percent (3,394/73,979).

RESULTS OF THE TWO PRIVATE STUDIES: 1993-94 AND 1996-97

The PRIVATE 1993-94 salary study in the above table indicates that the discipline/major field of Occupational Therapy was reported in 16 of the 327 private institutions. The average salary of the 62 faculty was $37,804, an average salary 19.8 percent lower than the average salary of $45,301 for all 35,438 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

In the PRIVATE 1996-97 salary study in the above table, 26 of the same 327 private institutions reported Occupational Therapy. The average salary of the 121 faculty was $42,016, an average salary 18.4 percent lower than the average salary of $49,753 for all 36,214 faculty in ALL MAJOR FIELDS in the 1996-97 private study.

The three-year increase in average salaries for all faculty in Occupational Therapy in the private institutions studied was 11.1 percent ($42,016 minus $37,804 equals $4,212). The CPI increased cost-of-living between October 1993 and October 1996 was 8.6 percent. A more realistic increase, therefore, in the average faculty salaries of Occupational Therapy over the three-year time period, is 2.5 percent or .8 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.8 percent ($49,753 minus $45,301 equals $4,452). In comparison to Occupational Therapy (11.1%), the faculty in ALL MAJOR FIELDS increased their salaries 1.3 percent (11.1% minus 9.8% equals 1.3%) less than faculty in Occupational Therapy.

For both studies in the discipline/major field of Occupational Therapy, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 4.8 percent vs. 51.6 percent (1993-94); and 7.4 percent vs 48.8 percent, (1996-97). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.4 percent vs. 31.1 percent (1993-94) and 34.3 percent vs. 30.1 percent (1996-97).

Finally, the hiring rate for new assistant professors in Occupational Therapy was higher than the hiring rate in ALL MAJOR FIELDS in the 1993-94 private study: 8.1 percent (5/62) vs. 4.2 percent (1,491/35,438) and higher in the 1996-97 private study: 9.1 percent (11/121) vs. 4.7 percent (1,695/36,214).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Occupational Therapy and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1993-94 through the "trend year" of 1996-97. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 508 (.2%) faculty in the discipline/major field of Occupational Therapy participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 219,754 participating faculty. The same 248 public institutions and the same 327 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Occupational Therapy 1993-94 were 14 percent and 17 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Occupational Therapy in 1996-97 were 12 percent and 16 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1996 CPI reflects an 8.6 percent increase over the October 1993 CPI and indicates that the faculty in Occupational Therapy in the public institutions received an average annual salary increase of 0.7 percent above the cost-of-living. In the private institutions the annual average salary increase was .8 percent above the cost-of-living.

Third, in both the 1993-94 and 1996-97 public and private studies in Occupational Therapy, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Occupational Therapy is still emerging in the academy.

Finally, the hiring rate of new assistant professors in Occupational Therapy in the 1993-94 and 1996-97 public studies was higher than the hiring rate of ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Occupational Therapy has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 9
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 10
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
ARCHITECTURE AND RELATED PROGRAMS
AREA, ETHNIC, AND CULTURAL STUDIES
ART, GENERAL
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
BUSINESS MANAGERIAL ECONOMICS
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SERVICES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL
EDUCATION/INSTRUCTIONAL MEDIA/TECHNICIAN
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MARKETING MANAGEMENT AND RESEARCH
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R. N. TRAINING)
OCCUPATIONAL THERAPY
PARKS, RECREATION, LEISURE, & FITNESS STUDIES
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICAL THERAPY
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
PUBLIC HEALTH, GENERAL
READING TEACHER EDUCATION
SOCIAL SCIENCES, GENERAL
SOCIAL WORK
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Alabama Agriculture and Mechanical University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong Atlantic State University (GA)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Coastal Carolina University (SC)
College of William and Mary (VA)
Columbus State University (GA)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University Main Campus (MN)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Ferris State University (MI)
Fitchburg State College (MD)
Florida International University (FL)
Fort Hayes State University (KS)
Francis Marion University (SC)
Georgia College & State University (GA)
Georgia Institute of Technology (GA)
Georgia Southern University (GA)
Georgia Southwestern State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University at South Bend (IN)
Indiana University Northwest (IN)
Indiana University of Pennsylvania (PA)
Indiana University-Purdue University at Fort Wayne (IN)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander University (SC)
Langston University (OK)
Lincoln University (MO)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Miami University-Oxford (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MD)
Missouri Western State College (MO)
Montana State University Billings (MT)
Montana Tech of the University of Montana (MT)
Monclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Murray State University (KY)
New Mexico Highland University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern Illinois University (IL)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rowan University (NJ)
Rutgers, The State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
San Jose State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
South Dakota State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Albany (NY)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
Sul Ross State University (TX)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M University at Commerce (TX)
Texas A & M University at Corpus Christi (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
The College of New Jersey (NJ)
The Richard Stockton College of New Jersey (NJ)
The University of Akron (OH)
The University of Memphis (TN)
Towson State University (MD)
Troy State University (AL)
Truman State University (MO)
United States Naval Academy (MD)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of California Santa Cruz (CA)
University of Central Arkansas (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore (MD)
University of Maryland Baltimore County (MD)
University of Massachusetts Amherst (MA)
University of Massachusetts at Boston (MA)
University of Michigan-Dearborn (MI)
University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Florida (FL)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico Humacao University College (PR)

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University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of South Dakota (SD)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Main (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of West Alabama (AL)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Liberty State College (WV)
West Virginia University Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon University (OR)
Western Washington University (WA)
Wichita State University (KS)
William Patterson College of New Jersey (NJ)
Worcester State College (MA)
Wright State University Main Campus (OH)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (GA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barber-Scotia College (NC)
Barnard College (NY)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (WV)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Biola University (CA)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau College (GA)
Briar Cliff College (IA)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Cardinal Stritch College (WI)
Case Western Reserve University (OH)
Catawba College (NC)
Catholic University of America (DC)
Cazenovia College (NY)
Cedar Crest College (PA)
Cedarville College (OH)
Central University (IA)
Chapman University (CA)
Christian Brothers University (TN)
Clarkson College (NE)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (MN)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (Moorhead) (MN)
Concordia College (NE)
Concordia College (NY)
Concordia University Wisconsin (WI)
Cooper Union for the Advancement of Science and Art, The (NY)
Culver-Stockton College (MO)
D'Youville College (NY)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College, The (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drexel University (PA)
Drury College (MO)
East Texas Baptist University (TX)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)

Edgewood College (WI)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College of Indiana (IN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb College (NC)
Georgetown College (KY)
Goldey Beacom College (DE)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Gustavus Adolphus College (MN)
Gwynedd-Mercy College (PA)
Hampton University (VA)
Hastings College (NE)
Hendrix College (AR)
Hilbert College (NY)
Hiram College (OH)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Houston Baptist University (TX)
Husson College (ME)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
LeTourneau College (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Livingstone College (NC)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount Manhattan College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Mount St. Clare College (IA)
Mount St. Mary's College (CA)
Mount Union College (OH)
Mulhenberg College (PA)
Neumann College (PA)
Newberry College (SC)
North Central College (IL)
North Park College and Theological Seminary (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College of the Assemblies of God (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Oberlin College (OH)
Oglethorpe University (GA)
Oklahoma Baptist University (OK)
Olivet Nazarene College (IL)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Christian College (CA)
Palm Beach Atlantic College (FL)
Pfeiffer College (NC)
Piedmont College (GA)
Pikeville College (KY)

Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Human Institute of Technology (IN)
Rosemont College (PA)
Sacred Heart Major Seminary (MI)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint John's University (MN)
Saint Mary's College (MI)
Saint Mary's College (WA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Saint Peters's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Simpson College (IA)
Smith College (MA)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Sweet Briar College (VA)
Syracuse University (NY)
Tabor College (KS)
Texas Christian University (TX)
Texas Wesleyan University (TX)
The Sage College (NY)
Thomas More College (KY)
Transylvania University (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (OH)
Union Theological Seminary in Virginia (VA)
Union University (TN)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Detroit Mercy (MI)
University of Dubuque (IA)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of San Diego (CA)
University of San Francisco (CA)
University of Sioux Falls (SD)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Utica College of Syracuse University (NY)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webster University (MO)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College (WV)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
Wilmington College (DE)
Wilmington College (OH)
Wingate College (NC)

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Wisconsin Lutheran College (WI)
Wittenburg University (OH)
Woodbury University (CA)
Xavier University (OH)
York College of Pennsylvania (PA)

SALARY-TREND STUDY OF FACULTY IN PARKS, RECREATION, LEISURE & FITNESS STUDIES FOR THE YEARS 1993-94 AND 1996-97

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1996-97: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Parks, Recreation, Leisure & Fitness Studies. The CIP defines the discipline/major field of Parks, Recreation, Leisure & Fitness Studies as,

> A summary of groups of instructional programs that describe the principles and practices of managing parks and other recreational and fitness facilities; providing recreation, leisure and fitness services; and the study of human fitness.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 125--31).]

This article summarizes the overall average salary increases in the discipline/major field of Parks, Recreation, Leisure & Fitness Studies for both public and private institutions from the "baseline year" of 1993-94 to and including the "trend year" of 1996-97. Of the 307 institutions which participated in CUPA's PUBLIC study of 1993-94, 248 also participated in 1996-97. Data from those same 248 institutions were used in both the baseline year and the trend year. Of the 490 institutions which participated in CUPA's PRIVATE study of 1993-94, 327 also participated in 1996-97. Data from those same 327 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Parks, Recreation, Leisure & Fitness Studies for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1993-94 and 1996-97).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 25.5 for associate professors of Parks, Recreation, Leisure & Fitness Studies in the 1993-94 public study means that 25.5 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1993-94, PUBLIC 1996-97, PRIVATE 1993-94 and PRIVATE 1996-97. For example, a SALARY FACTOR of 0.98 for associate professors in the discipline/major field of Parks, Recreation, Leisure & Fitness Studies in the 1993-94 public study means that their average salary is two percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1993-94 or 1996-97). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Parks, Recreation, Leisure & Fitness Studies with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1993-94 and the "trend year" of 1996-97 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: PARKS, RECREATION, LEISURE, & FITNESS STUDIES MAJOR FIELD: Parks, Recreation, Leisure, & Fitness Studies																		
PUBLIC, 1993-94:																		
AVERAGE SALARY:	53473	300	88	44119	304	94	35231	393	95	31934	52	33	28814	194	52	41050	1191	113
FAC MIX PCT:	25.2%			25.5%			33.0%			4.4%			16.3%			100.0%		
SALARY FACTOR:	0.94			0.98			0.95			0.90			1.03			0.90		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	56883	25472		45101	21772		37168	21820		35603	3055		27885	5059		45639	74123	248
FAC MIX PCT:	34.4%			29.4%			29.4%			4.1%			6.8%			100.0%		
DISCIPLINE: PARKS, RECREATION, LEISURE, & FITNESS STUDIES MAJOR FIELD: Parks, Recreation, Leisure, & Fitness Studies																		
PUBLIC, 1996-97:																		
AVERAGE SALARY:	57823	301	95	47213	382	105	38704	433	112	36280	63	43	33360	168	62	45018	1284	123
FAC MIX PCT:	23.4%			29.8%			33.7%			4.9%			13.1%			100.0%		
SALARY FACTOR:	0.94			0.97			0.97			0.95			1.10			0.91		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	61544	25352		48681	22668		39882	21093		38020	3394		30234	4866		49367	73979	248
FAC MIX PCT:	34.3%			30.6%			28.5%			4.6%			6.6%			100.0%		
DISCIPLINE: PARKS, RECREATION, LEISURE, & FITNESS STUDIES MAJOR FIELD: Parks, Recreation, Leisure, & Fitness Studies																		
PRIVATE, 1993-94:																		
AVERAGE SALARY:	45439	74	37	39163	94	52	31888	86	58	29792	5	5	27787	53	31	36674	307	85
FAC MIX PCT:	24.1%			30.6%			28.0%			1.6%			17.3%			100.0%		
SALARY FACTOR:	0.78			0.90			0.88			0.88			0.97			0.81		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57885	11849		43655	10661		36230	11025		33925	1491		28720	1903		45301	35438	327
FAC MIX PCT:	33.4%			30.1%			31.1%			4.2%			5.4%			100.0%		
DISCIPLINE: PARKS, RECREATION, LEISURE, & FITNESS STUDIES MAJOR FIELD: Parks, Recreation, Leisure, & Fitness Studies																		
PRIVATE, 1996-97:																		
AVERAGE SALARY:	49115	86	43	42748	93	50	34866	93	53	33008	13	13	30302	44	19	40428	316	84
FAC MIX PCT:	27.2%			29.4%			29.4%			4.1%			13.9%			100.0%		
SALARY FACTOR:	0.77			0.90			0.89			0.90			0.95			0.81		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	63553	12422		47422	11242		39143	10902		36709	1695		31814	1648		49753	36214	327
FAC MIX PCT:	34.3%			31.0%			30.1%			4.7%			4.6%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1993-94 AND 1996-97

In the PUBLIC 1993-94 study in the above table, the discipline/major field of Parks, Recreation, Leisure & Fitness Studies was reported in 113 of the 248 public institutions. The average salary of the 1,191 faculty was $41,050. This average salary was approximately 11.2 percent lower than the average salary of $45,639 for all 74,123 faculty in ALL MAJOR FIELDS in the same 1993-94 public study.

For the PUBLIC 1996-97 salary study in the above table, Parks, Recreation, Leisure & Fitness Studies was reported in 123 of the same 248 public institutions. The average salary of the 1,284 faculty was $45,018. This average salary was approximately 9.7 percent lower than the average salary of $49,367 for all 73,979 faculty in ALL MAJOR FIELDS in the 1996-97 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Parks, Recreation, Leisure & Fitness Studies in the public institutions studied was 9.7 percent ($45,018 minus $41,050 equals $3,968). The CPI of increase cost-of-living between October 1993 and October 1996 was 8.6 percent. In comparison, with the CPI, there was a relative increase in Parks, Recreation, Leisure & Fitness Studies average faculty salaries over the three-year period by 1.1 percent or an average of .4 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 8.2 percent ($49,367 minus $45,639 equals $3,728). In comparison to the discipline/major field of Parks, Recreation, Leisure & Fitness Studies (9.7%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.5 percent less than the faculty in the discipline/major field of Parks, Recreation, Leisure & Fitness Studies.

In the 1993-94 study the faculty mix percentage in Parks, Recreation, Leisure & Fitness Studies is lower at the professor rank than at the assistant professor rank: 25.2 percent vs. 33.0

percent; in the 1996-97 study it is 23.4 percent vs. 33.7 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.4 percent vs 29.4 percent (1993-94) and 34.3 percent vs 28.5 percent (1996-97).

Finally, the hiring rate of new assistant professors in Parks, Recreation, Leisure & Fitness Studies in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1993-94, 4.4 percent (52/1,191) vs 4.1 percent (3,055/74,123) and higher in 1996-97, 4.9 percent (63/1,284) vs. 4.6 percent (3,394/73,979).

RESULTS OF THE TWO PRIVATE STUDIES: 1993-94 AND 1996-97

The PRIVATE 1993-94 salary study in the above table indicates that the discipline/major field of Parks, Recreation, Leisure & Fitness Studies was reported in 85 of the 327 private institutions. The average salary of the 307 faculty was $36,674, an average salary 27.8 percent lower than the average salary of $45,301 for all 35,438 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

In the PRIVATE 1996-97 salary study in the above table, 84 of the same 327 private institutions reported Parks, Recreation, Leisure & Fitness Studies. The average salary of the 316 faculty was $40,428, an average salary 23.1 percent lower than the average salary of $49,753 for all 36,214 faculty in ALL MAJOR FIELDS in the 1996-97 private study.

The three-year increase in average salaries for all faculty in Parks, Recreation, Leisure & Fitness Studies in the private institutions studied was 10.2 percent ($40,428 minus $36,674 equals $3,754). The CPI increased cost-of-living between October 1993 and October 1996 was 8.6 percent. A more realistic increase, therefore, in the average faculty salaries of Parks, Recreation, Leisure & Fitness Studies over the three-year time period, is 1.6 percent or .5 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.8 percent ($49,753 minus $45,301 equals $4,452). In comparison to Parks, Recreation, Leisure & Fitness Studies (10.2%), the faculty in ALL MAJOR FIELDS increased their salaries .4 percent (10.2% minus 9.8% equals .4%) less than faculty in Parks, Recreation, Leisure & Fitness Studies.

For both studies in the discipline/major field of Parks, Recreation, Leisure & Fitness Studies, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 24.1 percent vs. 28.0 percent (1993-94); and 27.2 percent vs 29.4 percent, (1996-97). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.4 percent vs. 31.1 percent (1993-94) and 34.3 percent vs. 30.1 percent (1996-97).

Finally, the hiring rate for new assistant professors in Parks, Recreation, Leisure & Fitness Studies was lower than the hiring rate in ALL MAJOR FIELDS in the 1993-94 private study: 1.6 percent (5/307) vs. 4.2 percent (1,491/35,438) and higher in the 1996-97 private study: 4.1 percent (13/316) vs. 4.7 percent (1,695/36,214).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Parks, Recreation, Leisure & Fitness Studies and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1993-94 through the "trend year" of 1996-97. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 3,098(1.4%) faculty in the discipline/major field of Parks, Recreation, Leisure & Fitness Studies participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 219,754 participating faculty. The same 248 public institutions and the same 327 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/majorfield of Parks, Recreation, Leisure & Fitness Studies in 1993-94 were 10 percent and 19 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Parks, Recreation, Leisure & Fitness Studies in 1996-97 were nine percent and 19 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1996 CPI reflects an 8.6 percent increase over the October 1993 CPI and indicates that the faculty in Parks, Recreation, Leisure & Fitness Studies in the public institutions received an average annual salary increase of .4 percent above the cost-of-living. In the private institutions the annual average salary increase was .5 percent above the cost-of-living.

Third, in both the 1993-94 and 1996-97 public and private studies in Parks, Recreation, Leisure & Fitness Studies, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Parks, Recreation, Leisure & Fitness Studies is still emerging in the academy.

Finally, the hiring rate of new assistant professors in Parks, Recreation, Leisure & Fitness Studies in the 1993-94 and 1996-97 public studies and the 1993-94 and 1996-97 private studies was lower than the hiring rate of ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Parks, Recreation, Leisure & Fitness Studies has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
ARCHITECTURE AND RELATED PROGRAMS
AREA, ETHNIC, AND CULTURAL STUDIES
ART, GENERAL
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SERVICES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL
EDUCATION/INSTRUCTIONAL MEDIA/TECHNICIAN
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MARKETING MANAGEMENT AND RESEARCH
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R. N. TRAINING)
OCCUPATIONAL THERAPY
PARKS, RECREATION, LEISURE, & FITNESS STUDIES
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICAL THERAPY
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
PUBLIC HEALTH, GENERAL
READING TEACHER EDUCATION
SOCIAL SCIENCES, GENERAL
SOCIAL WORK
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Alabama Agriculture and Mechanical University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong Atlantic State University (GA)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Coastal Carolina University (SC)
College of William and Mary (VA)
Columbus State University (GA)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University Main Campus (MN)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Ferris State University (MI)
Fitchburg State College (MD)
Florida International University (FL)
Fort Hayes State University (KS)
Francis Marion University (SC)
Georgia College & State University (GA)
Georgia Institute of Technology (GA)
Georgia Southern University (GA)
Georgia Southwestern State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University at South Bend (IN)
Indiana University Northwest (IN)
Indiana University of Pennsylvania (PA)
Indiana University-Purdue University at Fort Wayne (IN)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander University (SC)
Langston University (OK)
Lincoln University (MO)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Miami University-Oxford (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MD)
Missouri Western State College (MO)
Montana State University Billings (MT)
Montana Tech of the University of Montana (MT)
Monclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Murray State University (KY)
New Mexico Highland University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern Illinois University (IL)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rowan University (NJ)
Rutgers, The State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
San Jose State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
South Dakota State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Albany (NY)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
Sul Ross State University (TX)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M University at Commerce (TX)
Texas A & M University at Corpus Christi (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
The College of New Jersey (NJ)
The Richard Stockton College of New Jersey (NJ)
The University of Akron (OH)
The University of Memphis (TN)
Towson State University (MD)
Troy State University (AL)
Truman State University (MO)
United States Naval Academy (MD)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of California Santa Cruz (CA)
University of Central Arkansas (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore (MD)
University of Maryland Baltimore County (MD)
University of Massachusetts Amherst (MA)
University of Massachusetts at Boston (MA)
University of Michigan-Dearborn (MI)
University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Florida (FL)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico Humacao University College (PR)

University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of South Dakota (SD)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Main (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of West Alabama (AL)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Liberty State College (WV)
West Virginia University Institute of
Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon University (OR)
Western Washington University (WA)
Wichita State University (KS)
William Patterson College of New Jersey (NJ)
Worcester State College (MA)
Wright State University Main Campus (OH)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (GA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barber-Scotia College (NC)
Barnard College (NY)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (WV)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Biola University (CA)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau College (GA)
Briar Cliff College (IA)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Cardinal Stritch College (WI)
Case Western Reserve University (OH)
Catawba College (NC)
Catholic University of America (DC)
Cazenovia College (NY)
Cedar Crest College (PA)
Cedarville College (OH)
Central University (IA)
Chapman University (CA)
Christian Brothers University (TN)
Clarkson College (NE)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (MN)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (Moorhead) (MN)
Concordia College (NE)
Concordia College (NY)
Concordia University Wisconsin (WI)
Cooper Union for the Advancement of Science and Art, The (NY)
Culver-Stockton College (MO)
D'Youville College (NY)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College, The (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drexel University (PA)
Drury College (MO)
East Texas Baptist University (TX)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)

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Edgewood College (WI)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College of Indiana (IN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb College (NC)
Georgetown College (KY)
Goldey Beacom College (DE)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Gustavus Adolphus College (MN)
Gwynedd-Mercy College (PA)
Hampton University (VA)
Hastings College (NE)
Hendrix College (AR)
Hilbert College (NY)
Hiram College (OH)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Houston Baptist University (TX)
Husson College (ME)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
LeTourneau College (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Livingstone College (NC)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount Manhattan College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Mount St. Clare College (IA)
Mount St. Mary's College (CA)
Mount Union College (OH)
Mulhenberg College (PA)
Neumann College (PA)
Newberry College (SC)
North Central College (IL)
North Park College and Theological Seminary (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College of the Assemblies of God (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Oberlin College (OH)
Oglethorpe University (GA)
Oklahoma Baptist University (OK)
Olivet Nazarene College (IL)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Christian College (CA)
Palm Beach Atlantic College (FL)
Pfeiffer College (NC)
Piedmont College (GA)
Pikeville College (KY)

Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Rosemont College (PA)
Sacred Heart Major Seminary (MI)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint John's University (MN)
Saint Mary's College (MI)
Saint Mary's College (WA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Saint Peters's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Simpson College (IA)
Smith College (MA)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Sweet Briar College (VA)
Syracuse University (NY)
Tabor College (KS)
Texas Christian University (TX)
Texas Wesleyan University (TX)
The Sage College (NY)
Thomas More College (KY)
Transylvania University (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (OH)
Union Theological Seminary in Virginia (VA)
Union University (TN)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Detroit Mercy (MI)
University of Dubuque (IA)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of San Diego (CA)
University of San Francisco (CA)
University of Sioux Falls (SD)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Utica College of Syracuse University (NY)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webster University (MO)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College (WV)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
Wilmington College (DE)
Wilmington College (OH)
Wingate College (NC)

Wisconsin Lutheran College (WI)
Wittenburg University (OH)
Woodbury University (CA)
Xavier University (OH)
York College of Pennsylvania (PA)

SALARY-TREND STUDY OF FACULTY IN PHILOSOPHY AND RELIGION FOR THE YEARS 1993-94 AND 1996-97

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1996-97: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Philosophy and Religion. The CIP defines the discipline/major field of Philosophy and Religion as,

> A summary of groups of instructional programs that describe the study of modes, methods and types of logical inquiry; and the study of organized systems of belief and related practices.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 127--38).]

This article summarizes the overall average salary increases in the discipline/major field of Philosophy and Religion for both public and private institutions from the "baseline year" of 1993-94 to and including the "trend year" of 1996-97. Of the 307 institutions which participated in CUPA's PUBLIC study of 1993-94, 248 also participated in 1996-97. Data from those same 248 institutions were used in both the baseline year and the trend year. Of the 490 institutions which participated in CUPA's PRIVATE study of 1993-94, 327 also participated in 1996-97. Data from those same 327 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Philosophy and Religion

for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1993-94 and 1996-97).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 31.5 for associate professors of Philosophy and Religion in the 1993-94 public study means that 31.5 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the

ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1993-94, PUBLIC 1996-97, PRIVATE 1993-94 and PRIVATE 1996-97. For example, a SALARY FACTOR of 0.96 for associate professors in the discipline/major field of Philosophy and Religion in the 1993-94 public study means that their average salary is four percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1993-94 or 1996-97). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Philosophy and Religion with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1993-94 and the "trend year" of 1996-97 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
							DISCIPLINE: PHILOSOPHY AND RELIGION MAJOR FIELD: Philosophy and Religion											
PUBLIC, 1993-94:																		
AVERAGE SALARY:	58706	493	145	43372	349	137	33450	244	124	31812	45	36	25680	22	15	47659	1108	175
FAC MIX PCT:	44.5%			31.5%			22.0%			4.1%			2.0%			100.0%		
SALARY FACTOR:	1.03			0.96			0.90			0.89			0.92			1.04		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	56883	25472		45101	21772		37168	21820		35603	3055		27885	5059		45639	74123	248
FAC MIX PCT:	34.4%			29.4%			29.4%			4.1%			6.8%			100.0%		
							DISCIPLINE: PHILOSOPHY AND RELIGION MAJOR FIELD: Philosophy and Religion											
PUBLIC, 1996-97:																		
AVERAGE SALARY:	62654	497	146	45608	360	134	36122	229	121	34830	45	37	28088	30	21	50782	1116	177
FAC MIX PCT:	44.5%			32.3%			20.5%			4.0%			2.7%			100.0%		
SALARY FACTOR:	1.02			0.94			0.91			0.92			0.93			1.03		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	61544	25352		48681	22668		39882	21093		38020	3394		30234	4866		49367	73979	248
FAC MIX PCT:	34.3%			30.6%			28.5%			4.6%			6.6%			100.0%		
							DISCIPLINE: PHILOSOPHY AND RELIGION MAJOR FIELD: Philosophy and Religion											
PRIVATE, 1993-94:																		
AVERAGE SALARY:	52371	643	228	40838	441	186	33240	409	182	30971	55	49	27389	48	39	43215	1541	275
FAC MIX PCT:	41.7%			28.6%			26.5%			3.6%			3.1%			100.0%		
SALARY FACTOR:	0.90			0.94			0.92			0.91			0.95			0.95		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	57885	11849		43655	10661		36230	11025		33925	1491		28720	1903		45301	35438	327
FAC MIX PCT:	33.4%			30.1%			31.1%			4.2%			5.4%			100.0%		
							DISCIPLINE: PHILOSOPHY AND RELIGION MAJOR FIELD: Philosophy and Religion											
PRIVATE, 1996-97:																		
AVERAGE SALARY:	57299	663	224	43990	495	190	36114	435	186	33701	82	65	29476	53	42	46802	1646	278
FAC MIX PCT:	40.3%			30.1%			26.4%			5.0%			3.2%			100.0%		
SALARY FACTOR:	0.90			0.93			0.92			0.92			0.93			0.94		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	63553	12422		47422	11242		39143	10902		36709	1695		[illegible]	1648		49753	36214	327
FAC MIX PCT:	34.3%			31.0%			30.1%			4.7%			4.6%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1993-94 AND 1996-97

In the PUBLIC 1993-94 study in the above table, the discipline/major field of Philosophy and Religion was reported in 175 of the 248 public institutions. The average salary of the 1,108 faculty was $47,659. This average salary was approximately 4.4 percent above than the average salary of $45,639 for all 74,123 faculty in ALL MAJOR FIELDS in the same 1993-94 public study.

For the PUBLIC 1996-97 salary study in the above table, Philosophy and Religion was reported in 177 of the same 248 public institutions. The average salary of the 1,116 faculty was $50,782. This average salary was approximately 2.9 percent above the average salary of $49,367 for all 73,979 faculty in ALL MAJOR FIELDS in the 1996-97 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Philosophy and Religion in the public institutions studied was 6.6 percent ($50,782 minus $47,659 equals $3,123). The CPI of increase cost-of-living between October 1993 and October 1996 was 8.6 percent. In comparison, with the CPI, there was a relative increase in Philosophy and Religion average faculty salaries over the three-year period by 2.0 percent or an average of .7 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 8.2 percent ($49,367 minus $45,639 equals $3,728). In comparison to the discipline/major field of Philosophy and Religion (6.6%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 2.2 percent more than the faculty in the discipline/major field of Philosophy and Religion.

In the 1993-94 study the faculty mix percentage in Philosophy and Religion is higher at the professor rank than at the assistant professor rank: 44.5 percent vs. 22.0 percent; in the 1996-97 study it is 44.5 percent vs. 20.5 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.4 percent

vs 29.4 percent (1993-94) and 34.3 percent vs 28.5 percent (1996-97).

Finally, the hiring rate of new assistant professors in Philosophy and Religion in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1993-94, 4.1 percent (45/1,108) vs 4.1 percent (3,055/74,123) and lower in 1996-97, 4.0 percent (45/1,116) vs. 4.6 percent (3,394/73,979).

RESULTS OF THE TWO PRIVATE STUDIES: 1993-94 AND 1996-97

The PRIVATE 1993-94 salary study in the above table indicates that the discipline/major field of Philosophy and Religion was reported in 275 of the 327 private institutions. The average salary of the 1,541 faculty was $43,215, an average salary 10.2 percent lower than the average salary of $45,301 for all 35,438 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

In the PRIVATE 1996-97 salary study in the above table, 278 of the same 327 private institutions reported Philosophy and Religion. The average salary of the 1,646 faculty was $46,802, an average salary 6.3 percent lower than the average salary of $49,753 for all 36,214 faculty in ALL MAJOR FIELDS in the 1996-97 private study.

The three-year increase in average salaries for all faculty in Philosophy and Religion in the private institutions studied was 8.3 percent ($46,802 minus $43,215 equals $3,587). The CPI increased cost-of-living between October 1993 and October 1996 was 8.6 percent. A more realistic increase, therefore, in the average faculty salaries of Philosophy and Religion over the three-year time period, is .3 percent or .1 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.8 percent ($49,753 minus $45,301 equals $4,452). In comparison to Philosophy and Religion (8.3%), the faculty in ALL MAJOR FIELDS increased their salaries 1.5% more than the faculty in Philosophy and Religion.

For both studies in the discipline/major field of Philosophy and Religion, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank: 41.7 percent vs. 26.5 percent (1993-94); and 40.3 percent vs 26.4 percent, (1996-97). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.4 percent vs. 31.1 percent (1993-94) and 34.3 percent vs. 30.1 percent (1996-97).

Finally, the hiring rate for new assistant professors in Philosophy and Religion was lower than the hiring rate in ALL MAJOR FIELDS in the 1993-94 private study: 3.6 percent (55/1,541) vs. 4.2 percent (1,491/35,438) and higher in the 1996-97 private study: 5.0 percent (82/1,646) vs. 4.7 percent (1,695/36,214).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Philosophy and Religion and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1993-94 through the "trend year" of 1996-97. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 5,411 (2.5%) faculty in the discipline/major field of Philosophy and Religion participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 219,754 participating faculty. The same 248 public institutions and the same 327 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Philosophy and Religion in 1993-94 were four percent and five percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS

(1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Philosophy and Religion in 1996-97 were three percent above and six percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1996 CPI reflects an 8.6 percent increase over the October 1993 CPI and indicates that the faculty in Philosophy and Religion in the public institutions received an average annual salary increase of 2.2 percent above the cost-of-living. In the private institutions the annual average salary increase was .1 percent below the cost-of-living.

Third, in both the 1993-94 and 1996-97 public and private studies in Philosophy and Religion, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Philosophy and Religion is firmly established and on going in the academy.

Finally, the hiring rate of new assistant professors in Philosophy and Religion in the 1993-94 public study was the same as that for ALL MAJOR FIELDS; and in the 1996-97 public study was lower than the hiring rate for ALL MAJOR FIELDS. In the private 1993-94 study the hiring rate for new assistant professors was lower than for ALL MAJOR FIELDS; and in the 1996-97 study the hiring rate was higher than for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Philosophy and Religion has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
ARCHITECTURE AND RELATED PROGRAMS
AREA, ETHNIC, AND CULTURAL STUDIES
ART, GENERAL
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SERVICES
COUNSELOR EDUCATION STUDENT COUNSELING AND GUIDANCE
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL
EDUCATION/INSTRUCTIONAL MEDIA/TECHNICIAN
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY

HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MARKETING MANAGEMENT AND RESEARCH
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R. N. TRAINING)
OCCUPATIONAL THERAPY
PARKS, RECREATION, LEISURE, & FITNESS STUDIES
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICAL THERAPY
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
PUBLIC HEALTH, GENERAL
READING TEACHER EDUCATION
SOCIAL SCIENCES, GENERAL
SOCIAL WORK
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Alabama Agriculture and Mechanical University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong Atlantic State University (GA)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Coastal Carolina University (SC)
College of William and Mary (VA)
Columbus State University (GA)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University Main Campus (MN)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Ferris State University (MI)
Fitchburg State College (MD)
Florida International University (FL)
Fort Hayes State University (KS)
Francis Marion University (SC)
Georgia College & State University (GA)
Georgia Institute of Technology (GA)
Georgia Southern University (GA)
Georgia Southwestern State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University at South Bend (IN)
Indiana University Northwest (IN)
Indiana University of Pennsylvania (PA)
Indiana University-Purdue University at Fort Wayne (IN)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander University (SC)
Langston University (OK)
Lincoln University (MO)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Miami University-Oxford (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MD)
Missouri Western State College (MO)
Montana State University Billings (MT)
Montana Tech of the University of Montana (MT)
Monclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Murray State University (KY)
New Mexico Highland University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern Illinois University (IL)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rowan University (NJ)
Rutgers, The State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
San Jose State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
South Dakota State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Albany (NY)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
Sul Ross State University (TX)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M University at Commerce (TX)
Texas A & M University at Corpus Christi (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
The College of New Jersey (NJ)
The Richard Stockton College of New Jersey (NJ)
The University of Akron (OH)
The University of Memphis (TN)
Towson State University (MD)
Troy State University (AL)
Truman State University (MO)
United States Naval Academy (MD)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of California Santa Cruz (CA)
University of Central Arkansas (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore (MD)
University of Maryland Baltimore County (MD)
University of Massachusetts Amherst (MA)
University of Massachusetts at Boston (MA)
University of Michigan-Dearborn (MI)
University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Florida (FL)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico Humacao University College (PR)

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University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of South Dakota (SD)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Main (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of West Alabama (AL)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Liberty State College (WV)
West Virginia University Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon University (OR)
Western Washington University (WA)
Wichita State University (KS)
William Patterson College of New Jersey (NJ)
Worcester State College (MA)
Wright State University Main Campus (OH)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (GA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barber-Scotia College (NC)
Barnard College (NY)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (WV)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Biola University (CA)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau College (GA)
Briar Cliff College (IA)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Cardinal Stritch College (WI)
Case Western Reserve University (OH)
Catawba College (NC)
Catholic University of America (DC)
Cazenovia College (NY)
Cedar Crest College (PA)
Cedarville College (OH)
Central University (IA)
Chapman University (CA)
Christian Brothers University (TN)
Clarkson College (NE)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (MN)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (Moorhead) (MN)
Concordia College (NE)
Concordia College (NY)
Concordia University Wisconsin (WI)
Cooper Union for the Advancement of Science and Art, The (NY)
Culver-Stockton College (MO)
D'Youville College (NY)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College, The (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drexel University (PA)
Drury College (MO)
East Texas Baptist University (TX)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)

Edgewood College (WI)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College of Indiana (IN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb College (NC)
Georgetown College (KY)
Goldey Beacom College (DE)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Gustavus Adolphus College (MN)
Gwynedd-Mercy College (PA)
Hampton University (VA)
Hastings College (NE)
Hendrix College (AR)
Hilbert College (NY)
Hiram College (OH)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Houston Baptist University (TX)
Husson College (ME)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
LeTourneau College (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Livingstone College (NC)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount Manhattan College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Mount St. Clare College (IA)
Mount St. Mary's College (CA)
Mount Union College (OH)
Mulhenberg College (PA)
Neumann College (PA)
Newberry College (SC)
North Central College (IL)
North Park College and Theological Seminary (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College of the Assemblies of God (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Oberlin College (OH)
Oglethorpe University (GA)
Oklahoma Baptist University (OK)
Olivet Nazarene College (IL)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Christian College (CA)
Palm Beach Atlantic College (FL)
Pfeiffer College (NC)
Piedmont College (GA)
Pikeville College (KY)

Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Human Institute of Technology (IN)
Rosemont College (PA)
Sacred Heart Major Seminary (MI)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint John's University (MN)
Saint Mary's College (MI)
Saint Mary's College (WA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Saint Peters's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Simpson College (IA)
Smith College (MA)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Sweet Briar College (VA)
Syracuse University (NY)
Tabor College (KS)
Texas Christian University (TX)
Texas Wesleyan University (TX)
The Sage College (NY)
Thomas More College (KY)
Transylvania University (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (OH)
Union Theological Seminary in Virginia (VA)
Union University (TN)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Detroit Mercy (MI)
University of Dubuque (IA)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of San Diego (CA)
University of San Francisco (CA)
University of Sioux Falls (SD)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Utica College of Syracuse University (NY)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webster University (MO)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College (WV)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
Wilmington College (DE)
Wilmington College (OH)
Wingate College (NC)

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Wisconsin Lutheran College (WI)
Wittenburg University (OH)
Woodbury University (CA)
Xavier University (OH)
York College of Pennsylvania (PA)

SALARY-TREND STUDY OF FACULTY IN PHYSICAL SCIENCES FOR THE YEARS 1993-94 AND 1996-97

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1996-97: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Physical Sciences. The CIP defines the discipline/major field of Physical Sciences as,

> A summary of groups of instructional programs that describe the scientific study of inanimate objects, processes of matter and energy, and associated phenomena.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 129--40).]

This article summarizes the overall average salary increases in the discipline/major field of Physical Sciences for both public and private institutions from the "baseline year" of 1993-94 to and including the "trend year" of 1996-97. Of the 307 institutions which participated in CUPA's PUBLIC study of 1993-94, 248 also participated in 1996-97. Data from those same 248 institutions were used in both the baseline year and the trend year. Of the 490 institutions which participated in CUPA's PRIVATE study of 1993-94, 327 also participated in 1996-97. Data from those same 327 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Physical Sciences for

both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1993-94 and 1996-97).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 28.2 for associate professors of Physical Sciences in the 1993-94 public study means that 28.2 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the

ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1993-94, PUBLIC 1996-97, PRIVATE 1993-94 and PRIVATE 1996-97. For example, a SALARY FACTOR of .96 for associate professors in the discipline/major field of Physical Sciences in the 1993-94 public study means that their average salary is four percent below than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1993-94 or 1996-97). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Physical Sciences with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1993-94 and the "trend year" of 1996-97 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
							DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: Physical Sciences											
PUBLIC, 1993-94:																		
AVERAGE SALARY:	55152	297	55	43245	194	54	36019	159	51	33017	20	16	26029	39	23	45735	689	68
FAC MIX PCT:	43.1%			28.2%			23.1%			2.9%			5.7%			100.0%		
SALARY FACTOR:	0.97			0.96			0.97			0.93			0.93			1.00		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	56883	25472		45101	21772		37168	21820		35603	3055		27885	5059		45639	74123	248
FAC MIX PCT:	34.4%			29.4%			29.4%			4.1%			6.8%			100.0%		
							DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: Physical Sciences											
PUBLIC, 1996-97:																		
AVERAGE SALARY:	63875	347	57	47208	217	49	38458	182	48	35771	28	24	28307	39	20	51608	785	65
FAC MIX PCT:	44.2%			27.6%			23.2%			3.6%			5.0%			100.0%		
SALARY FACTOR:	1.04			0.97			0.96			0.94			0.94			1.05		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	61544	25352		48681	22668		39882	21093		38020	3394		30234	4866		49367	73979	248
FAC MIX PCT:	34.3%			30.6%			28.5%			4.6%			6.6%			100.0%		
							DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: Physical Sciences											
PRIVATE, 1993-94:																		
AVERAGE SALARY:	58728	74	22	40818	38	14	35549	62	22	33396	16	13	24011	4	3	46051	178	40
FAC MIX PCT:	41.6%			21.3%			34.8%			9.0%			2.2%			100.0%		
SALARY FACTOR:	1.01			0.94			0.98			0.98			0.84			1.02		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	57885	11849		43655	10661		36230	11025		33925	1491		28720	1903		45301	35438	327
FAC MIX PCT:	33.4%			30.1%			31.1%			4.2%			5.4%			100.0%		
							DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: Physical Sciences											
PRIVATE, 1996-97:																		
AVERAGE SALARY:	65057	93	19	42573	38	15	37709	62	20	39583	8	5	33151	4	4	51465	197	38
FAC MIX PCT:	47.2%			19.3%			31.5%			4.1%			2.0%			100.0%		
SALARY FACTOR:	1.02			0.90			0.96			1.08			1.04			1.03		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	63553	12422		47422	11242		39143	10902		36709	1695		31814	1648		49753	36214	327
FAC MIX PCT:	34.3%			31.0%			30.1%			4.7%			4.6%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1993-94 AND 1996-97

In the PUBLIC 1993-94 study in the above table, the discipline/major field of Physical Sciences was reported in 68 of the 248 public institutions. The average salary of the 689 faculty was $45,735. This average salary was approximately .2 percent higher than the average salary of $45,639 for all 74,123 faculty in ALL MAJOR FIELDS in the same 1993-94 public study.

For the PUBLIC 1996-97 salary study in the above table, Physical Sciences was reported in 65 of the same 248 public institutions. The average salary of the 785 faculty was $51,608. This average salary was approximately 4.3 percent higher than the average salary of $49,367 for all 73,979 faculty in ALL MAJOR FIELDS in the 1996-97 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Physical Sciences in the public institutions studied was 12.8 percent ($51,608 minus $45,735 equals $5,873). The CPI of increase cost-of-living between October 1993 and October 1996 was 8.6 percent. In comparison, with the CPI, there was a relative increase in Physical Sciences average faculty salaries over the three-year period by 4.2 percent or an average of 1.4 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 8.2 percent ($49,367 minus $45,639 equals $3,728). In comparison to the discipline/major field of Physical Sciences (12.8%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 4.6 percent less than the faculty in the discipline/major field of Physical Sciences.

In the 1993-94 study the faculty mix percentage in Physical Sciences is higher at the professor rank than at the assistant professor rank: 43.1 percent vs. 23.1 percent; and higher in the 1996-97 study; 44.2 percent vs 23.2 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.4 percent

vs 29.4 percent (1993-94) and 34.3 percent vs 28.5 percent (1996-97).

Finally, the hiring rate of new assistant professors in Physical Sciences in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1993-94, 2.9 percent (20/689) vs 4.1 percent (3,055/74,123) and lower in 1996-97, 3.6 percent (28/785) vs. 4.6 percent (3,394/73,979).

RESULTS OF THE TWO PRIVATE STUDIES: 1993-94 AND 1996-97

The PRIVATE 1993-94 salary study in the above table indicates that the discipline/major field of Physical Sciences was reported in 40 of the 327 private institutions. The average salary of the 178 faculty was $46,051, an average salary 1.7 percent higher than the average salary of $45,301 for all 35,438 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

In the PRIVATE 1996-97 salary study in the above table, 38 of the same 327 private institutions reported Physical Sciences . The average salary of the 197 faculty was $51,465, an average salary 3.4 percent higher than the average salary of $49,753 for all 36,214 faculty in ALL MAJOR FIELDS in the 1996-97 private study.

The three-year increase in average salaries for all faculty in Physical Sciences in the private institutions studied was 11.8 percent ($51,465 minus $46,051 equals $5,414). The CPI increased cost-of-living between October 1993 and October 1996 was 8.6 percent. A more realistic increase, therefore, in the average faculty salaries of Physical Sciences over the three-year time period, is 3.2 percent or 1.1 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.8 percent ($49,753 minus $45,301 equals $4,452). In comparison to Physical Sciences (11.8%), the faculty in ALL MAJOR FIELDS increased their salaries 2.0 percent (11.8% minus 9.8% equals 2.0%) less than faculty in Physical Sciences.

For both studies in the discipline/major field of Physical Sciences, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank: 41.6 percent vs. 34.8 percent (1993-94); and 47.2 percent vs 31.5 percent (1996-97). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.4 percent vs. 31.1 percent (1993-94) and 34.3 percent vs. 30.1 percent (1996-97).

Finally, the hiring rate for new assistant professors in Physical Sciences was higher than the hiring rate in ALL MAJOR FIELDS in the 1993-94 private study: 9.0 percent (16/178) vs. 4.2 percent (1,491/35,438) and lower in the 1996-97 private study: 4.1 percent (8/197) vs. 4.7 percent (1,695/36,214).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Physical Sciences and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1993-94 through the "trend year" of 1996-97. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,849 (.8%) faculty in the discipline/major field of Physical Sciences participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 219,754 participating faculty. The same 248 public institutions and the same 327 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Physical Sciences in 1993-94 was the same as and two percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Physical Sciences in 1996-97 were five percent above and three percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1996 CPI reflects an 8.6 percent increase over the October 1993 CPI and indicates that the faculty in Physical Sciences in the public institutions received an average annual salary increase of 1.4 percent above the cost-of-living. In the private institutions the annual average salary increase was 1.1 percent above the cost-of-living.

Third, in both the 1993-94 and 1996-97 public and private studies in Physical Sciences, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Physical Sciences is well established in the academy.

Finally, the hiring rate of new assistant professors in Physical Sciences in the 1993-94 and 1996-97 public studies and in the 1996-97 private study was lower than the hiring rate of ALL MAJOR FIELDS; however in the 1993-94 private study the hiring rate of new assistant prof was higher than that of ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Physical Sciences has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 9
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 10
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
ARCHITECTURE AND RELATED PROGRAMS
AREA, ETHNIC, AND CULTURAL STUDIES
ART, GENERAL
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SERVICES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL
EDUCATION/INSTRUCTIONAL MEDIA/TECHNICIAN
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MARKETING MANAGEMENT AND RESEARCH
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R. N. TRAINING)
OCCUPATIONAL THERAPY
PARKS, RECREATION, LEISURE, & FITNESS STUDIES
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICAL THERAPY
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
PUBLIC HEALTH, GENERAL
READING TEACHER EDUCATION
SOCIAL SCIENCES, GENERAL
SOCIAL WORK
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Alabama Agriculture and Mechanical University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong Atlantic State University (GA)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Coastal Carolina University (SC)
College of William and Mary (VA)
Columbus State University (GA)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University Main Campus (MN)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Ferris State University (MI)
Fitchburg State College (MD)
Florida International University (FL)
Fort Hayes State University (KS)
Francis Marion University (SC)
Georgia College & State University (GA)
Georgia Institute of Technology (GA)
Georgia Southern University (GA)
Georgia Southwestern State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University at South Bend (IN)
Indiana University Northwest (IN)
Indiana University of Pennsylvania (PA)
Indiana University-Purdue University at Fort Wayne (IN)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander University (SC)
Langston University (OK)
Lincoln University (MO)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Miami University-Oxford (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MD)
Missouri Western State College (MO)
Montana State University Billings (MT)
Montana Tech of the University of Montana (MT)
Monclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Murray State University (KY)
New Mexico Highland University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern Illinois University (IL)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rowan University (NJ)
Rutgers, The State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
San Jose State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
South Dakota State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Albany (NY)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
Sul Ross State University (TX)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M University at Commerce (TX)
Texas A & M University at Corpus Christi (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
The College of New Jersey (NJ)
The Richard Stockton College of New Jersey (NJ)
The University of Akron (OH)
The University of Memphis (TN)
Towson State University (MD)
Troy State University (AL)
Truman State University (MO)
United States Naval Academy (MD)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of California Santa Cruz (CA)
University of Central Arkansas (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore (MD)
University of Maryland Baltimore County (MD)
University of Massachusetts Amherst (MA)
University of Massachusetts at Boston (MA)
University of Michigan-Dearborn (MI)
University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Florida (FL)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico Humacao University College (PR)

BEST COPY AVAILABLE

University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of South Dakota (SD)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Main (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of West Alabama (AL)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Liberty State College (WV)
West Virginia University Institute of
Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon University (OR)
Western Washington University (WA)
Wichita State University (KS)
William Patterson College of New Jersey (NJ)
Worcester State College (MA)
Wright State University Main Campus (OH)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barber-Scotia College (NC)
Barnard College (NY)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (WV)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Biola University (CA)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau College (GA)
Briar Cliff College (IA)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Cardinal Stritch College (WI)
Case Western Reserve University (OH)
Catawba College (NC)
Catholic University of America (DC)
Cazenovia College (NY)
Cedar Crest College (PA)
Cedarville College (OH)
Central University (IA)
Chapman University (CA)
Christian Brothers University (TN)
Clarkson College (NE)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (MN)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (Moorhead) (MN)
Concordia College (NE)
Concordia College (NY)
Concordia University Wisconsin (WI)
Cooper Union for the Advancement of Science and Art, The (NY)
Culver-Stockton College (MO)
D'Youville College (NY)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College, The (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drexel University (PA)
Drury College (MO)
East Texas Baptist University (TX)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)

Edgewood College (WI)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Theological
Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College of Indiana (IN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb College (NC)
Georgetown College (KY)
Goldey Beacom College (DE)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Gustavus Adolphus College (MN)
Gwynedd-Mercy College (PA)
Hampton University (VA)
Hastings College (NE)
Hendrix College (AR)
Hilbert College (NY)
Hiram College (OH)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Houston Baptist University (TX)
Husson College (ME)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
LeTourneau College (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Livingstone College (NC)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount Manhattan College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Mount St. Clare College (IA)
Mount St. Mary's College (CA)
Mount Union College (OH)
Muhlenberg College (PA)
Neumann College (PA)
Newberry College (SC)
North Central College (IL)
North Park College and Theological Seminary (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College of the Assemblies of God (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Oberlin College (OH)
Oglethorpe University (GA)
Oklahoma Baptist University (OK)
Olivet Nazarene College (IL)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Christian College (CA)
Palm Beach Atlantic College (FL)
Pfeiffer College (NC)
Piedmont College (GA)
Pikeville College (KY)

Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Human Institute of Technology (IN)
Rosemont College (PA)
Sacred Heart Major Seminary (MI)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint John's University (MN)
Saint Mary's College (MI)
Saint Mary's College (WA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Saint Peters's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Simpson College (IA)
Smith College (MA)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)

Sweet Briar College (VA)
Syracuse University (NY)
Tabor College (KS)
Texas Christian University (TX)
Texas Wesleyan University (TX)
The Sage College (NY)
Thomas More College (KY)
Transylvania University (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (OH)
Union Theological Seminary in Virginia (VA)
Union University (TN)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Detroit Mercy (MI)
University of Dubuque (IA)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of San Diego (CA)
University of San Francisco (CA)
University of Sioux Falls (SD)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Utica College of Syracuse University (NY)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webster University (MO)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College (WV)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
Wilmington College (DE)
Wilmington College (OH)
Wingate College (NC)

Wisconsin Lutheran College (WI)
Wittenburg University (OH)
Woodbury University (CA)
Xavier University (OH)
York College of Pennsylvania (PA)

SALARY-TREND STUDY OF FACULTY IN PHYSICAL THERAPY FOR THE YEARS 1993-94 AND 1996-97

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1996-97: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Physical Therapy. The CIP defines the discipline/major field of Physical Therapy as,

> An instructional program that prepares individuals, upon referral by a physician, to evaluate patients and plan and execute treatment programs to prevent or remediate physical dysfunction, relieve pain and prevent further disability. Includes instruction in patho-and therapeutic kinesiology, equipment design and maintenance, treatment regimes, and the evaluation of skeletal, neurological and cardiovascular disorders. Also includes instruction in patient counseling, personnel supervision and record-keeping.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 185--51.2308).]

This article summarizes the overall average salary increases in the discipline/major field of Physical Therapy for both public and private institutions from the "baseline year" of 1993-94 to and including the "trend year" of 1996-97. Of the 307 institutions which participated in CUPA's PUBLIC study of 1993-94, 248 also participated in 1996-97. Data from those same 248 institutions were used in both the baseline year and the trend year. Of the 490 institutions which participated in CUPA's PRIVATE study of 1993-94, 327 also participated in 1996-97. Data from those same 327

institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Physical Therapy for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1993-94 and 1996-97).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 43.3 for associate professors of Physical Therapy in the 1993-94 public study means that 43.3 percent of the faculty in that

discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1993-94, PUBLIC 1996-97, PRIVATE 1993-94 and PRIVATE 1996-97. For example, a SALARY FACTOR of 1.02 for associate professors in the discipline/major field of Physical Therapy in the 1993-94 public study means that their average salary is two percent above than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1993-94 or 1996-97). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/majorfields in each of the four studies. Among other things, it is used to compare the discipline/major field of Physical Therapy with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1993-94 and the "trend year" of 1996-97 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC, 1993-94:							DISCIPLINE: HEALTH SCIENCES MAJOR FIELD: Physical Therapy											
AVERAGE SALARY:	54449	16	12	46203	81	23	40271	64	23	42251	16	12	33910	26	12	43169	187	31
FAC MIX PCT:	8.6%			43.3%			34.2%			8.6%			13.9%			100.0%		
SALARY FACTOR:	0.96			1.02			1.08			1.19			1.22			0.95		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	56883	25472		45101	21772		37168	21820		35603	3055		27885	5059		45639	74123	248
FAC MIX PCT:	34.4%			29.4%			29.4%			4.1%			6.8%			100.0%		
PUBLIC, 1996-97:							DISCIPLINE: HEALTH SCIENCES MAJOR FIELD: Physical Therapy											
AVERAGE SALARY:	60805	38	19	54183	74	30	44117	107	32	45768	17	10	40341	25	11	49382	244	38
FAC MIX PCT:	15.6%			30.3%			43.9%			7.0%			10.2%			100.0%		
SALARY FACTOR:	0.99			1.11			1.11			1.20			1.33			1.00		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	61544	25352		48681	22668		39882	21093		38020	3394		30234	4866		49367	73979	248
FAC MIX PCT:	34.3%			30.6%			28.5%			4.6%			6.6%			100.0%		
PRIVATE, 1993-94:							DISCIPLINE: HEALTH SCIENCES MAJOR FIELD: Physical Therapy											
AVERAGE SALARY:	64394	4	4	56635	35	16	41733	70	23	43068	8	7	39221	23	14	45933	132	26
FAC MIX PCT:	3.0%			26.5%			53.0%			6.1%			17.4%			100.0%		
SALARY FACTOR:	1.11			1.30			1.15			1.27			1.37			1.01		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	57885	11849		43655	10661		36230	11025		33925	1491		28720	1903		45301	35438	327
FAC MIX PCT:	33.4%			30.1%			31.1%			4.2%			5.4%			100.0%		
PRIVATE, 1996-97:							DISCIPLINE: HEALTH SCIENCES MAJOR FIELD: Physical Therapy											
AVERAGE SALARY:	64106	8	8	54980	50	23	45094	101	33	47418	12	9	38748	20	15	47996	179	37
FAC MIX PCT:	4.5%			27.9%			56.4%			6.7%			11.2%			100.0%		
SALARY FACTOR:	1.01			1.16			1.15			1.29			1.22			0.96		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	63553	12422		47422	11242		39143	10902		36709	1695		31814	1648		49753	36214	327
FAC MIX PCT:	34.3%			31.0%			30.1%			4.7%			4.6%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1993-94 AND 1996-97

In the PUBLIC 1993-94 study in the above table, the discipline/major field of Physical Therapy was reported in 31 of the 248 public institutions. The average salary of the 187 faculty was $43,169. This average salary was approximately 5.7 percent lower than the average salary of $45,639 for all 74,123 faculty in ALL MAJOR FIELDS in the same 1993-94 public study.

For the PUBLIC 1996-97 salary study in the above table, Physical Therapy was reported in 38 of the same 248 public institutions. The average salary of the 244 faculty was $49,382. This average salary was approximately .03 percent higher than the average salary of $49,367 for all 73,979 faculty in ALL MAJOR FIELDS in the 1996-97 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Physical Therapy in the public institutions studied was 14.4 percent ($49,382 minus $43,169 equals $6,213). The CPI of increase cost-of-living between October 1993 and October 1996 was 8.6 percent. In comparison, with the CPI, there was a relative increase in Physical Therapy average faculty salaries over the three-year period by 5.8 percent or an average of 1.9 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 8.2 percent ($49,367 minus $45,639 equals $3,728). In comparison to the discipline/major field of Physical Therapy (14.4%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 6.2 percent less than the faculty in the discipline/major field of Physical Therapy.

In the 1993-94 study the faculty mix percentage in Physical Therapy is lower at the professor rank than at the assistant professor rank: 8.6 percent vs. 34.2 percent; in the 1996-97 study it is 15.6 percent vs. 43.9 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.4 percent vs 29.4 percent

(1993-94) and 34.3 percent vs 28.5 percent (1996-97).

Finally, the hiring rate of new assistant professors in Physical Therapy in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1993-94, 8.6 percent (16/187) vs 4.1 percent (3,055/74,123)and higher in 1996-97, 7.0 percent (17/244) vs. 4.6 percent (3,394/73,979).

RESULTS OF THE TWO PRIVATE STUDIES: 1993-94 AND 1996-97

The PRIVATE 1993-94 salary study in the above table indicates that the discipline/major field of Physical Therapy was reported in 26 of the 327 private institutions. The average salary of the 132 faculty was $45,933, an average salary 1.4 percent higher than the average salary of $45,301 for all 35,438 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

In the PRIVATE 1996-97 salary study in the above table, 37 of the same 327 private institutions reported Physical Therapy. The average salary of the 179 faculty was $47,996, an average salary 3.7 percent lower than the average salary of $49,753 for all 36,214 faculty in ALL MAJOR FIELDS in the 1996-97 private study.

The three-year increase in average salaries for all faculty in Physical Therapy in the private institutions studied was 4.5 percent ($47,996 minus $45,933 equals $2,063). The CPI increased cost-of-living between October 1993 and October 1996 was 8.6 percent. A more realistic increase, therefore, in the average faculty salaries of Physical Therapy over the three-year time period, is 4.1 percent or 1.5 percent each year below the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.8 percent ($49,753 minus $45,301 equals $4,452). In comparison to Physical Therapy (4.5%), the faculty in ALL MAJOR FIELDS increased their salaries 5.3 percent (9.8% minus 4.5% equals 5.3%) more than faculty in Physical Therapy.

For both studies in the discipline/majorfield of Physical Therapy, the faculty mix percentage

is lower at the professor rank in comparison to the assistant professor rank: 3.0 percent vs. 53.0 percent (1993-94); and 4.5 percent vs 56.4 percent, (1996-97). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.4 percent vs. 31.1 percent (1993-94) and 34.3 percent vs. 30.1 percent (1996-97).

Finally, the hiring rate for new assistant professors in Physical Therapy was higher than the hiring rate in ALL MAJOR FIELDS in the 1993-94 private study: 6.1 percent (8/132) vs. 4.2 percent (1,491/35,438) and higher in the 1996-97 private study: 6.7 percent (12/179) vs. 4.7 percent (1,695/36,214).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Physical Therapy and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1993-94 through the "trend year" of 1996-97. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 742 (.3%) faculty in the discipline/major field of Physical Therapy participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 219,754 participating faculty. The same 248 public institutions and the same 327 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Physical Therapy in 1993-94 were five percent below and one percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Physical Therapy in 1996-97 were the same as and four percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1996 CPI reflects an 8.6 percent increase over the October 1993 CPI and indicates that the faculty in Physical Therapy in the public institutions received an average annual salary increase of 1.9 percent above the cost-of-living. In the private institutions the annual average salary increase was 1.5 percent below the cost-of-living.

Third, in both the 1993-94 and 1996-97 public and private studies in Physical Therapy, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Physical Therapy is still emerging in the academy.

Finally, the hiring rate of new assistant professors in Physical Therapy in the 1993-94 and 1996-97 public studies and the 1993-94 and the 1996-97 private studies was higher than the hiring rate of ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Physical Therapy has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 9
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 10
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
ARCHITECTURE AND RELATED PROGRAMS
AREA, ETHNIC, AND CULTURAL STUDIES
ART, GENERAL
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
BUSINESS MANAGERIAL ECONOMICS
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SERVICES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL
EDUCATION/INSTRUCTIONAL MEDIA/TECHNICIAN
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MARKETING MANAGEMENT AND RESEARCH
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R. N. TRAINING)
OCCUPATIONAL THERAPY
PARKS, RECREATION, LEISURE, & FITNESS STUDIES
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICAL THERAPY
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
PUBLIC HEALTH, GENERAL
READING TEACHER EDUCATION
SOCIAL SCIENCES, GENERAL
SOCIAL WORK
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Alabama Agriculture and Mechanical University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong Atlantic State University (GA)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Coastal Carolina University (SC)
College of William and Mary (VA)
Columbus State University (GA)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University Main Campus (MN)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Ferris State University (MI)
Fitchburg State College (MD)
Florida International University (FL)
Fort Hayes State University (KS)
Francis Marion University (SC)
Georgia College & State University (GA)
Georgia Institute of Technology (GA)
Georgia Southern University (GA)
Georgia Southwestern State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University at South Bend (IN)
Indiana University Northwest (IN)
Indiana University of Pennsylvania (PA)
Indiana University-Purdue University at Fort Wayne (IN)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander University (SC)
Langston University (OK)
Lincoln University (MO)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Miami University-Oxford (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MD)
Missouri Western State College (MO)
Montana State University Billings (MT)
Montana Tech of the University of Montana (MT)
Monclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Murray State University (KY)
New Mexico Highland University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern Illinois University (IL)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rowan University (NJ)
Rutgers, The State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
San Jose State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
South Dakota State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Albany (NY)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
Sul Ross State University (TX)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M University at Commerce (TX)
Texas A & M University at Corpus Christi (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
The College of New Jersey (NJ)
The Richard Stockton College of New Jersey (NJ)
The University of Akron (OH)
The University of Memphis (TN)
Towson State University (MD)
Troy State University (AL)
Truman State University (MO)
United States Naval Academy (MD)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of California Santa Cruz (CA)
University of Central Arkansas (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore (MD)
University of Maryland Baltimore County (MD)
University of Massachusetts Amherst (MA)
University of Massachusetts at Boston (MA)
University of Michigan-Dearborn (MI)
University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Florida (FL)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico Humacao University College (PR)

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University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of South Dakota (SD)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Main (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of West Alabama (AL)
University of West Florida (FL)
University of Wisconsin Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin Stevens Point (WI)
University of Wisconsin Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Liberty State College (WV)
West Virginia University Institute of
Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon University (OR)
Western Washington University (WA)
Wichita State University (KS)
William Patterson College of New Jersey (NJ)
Worcester State College (MA)
Wright State University Main Campus (OH)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barber-Scotia College (NC)
Barnard College (NY)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (WV)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Biola University (CA)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau College (GA)
Briar Cliff College (IA)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Cardinal Stritch College (WI)
Case Western Reserve University (OH)
Catawba College (NC)
Catholic University of America (DC)
Cazenovia College (NY)
Cedar Crest College (PA)
Cedarville College (OH)
Central University (IA)
Chapman University (CA)
Christian Brothers University (TN)
Clarkson College (NE)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (MN)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (Moorhead) (MN)
Concordia College (NE)
Concordia College (NY)
Concordia University Wisconsin (WI)
Cooper Union for the Advancement of Science and Art, The (NY)
Culver-Stockton College (MO)
D'Youville College (NY)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College, The (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drexel University (PA)
Drury College (MO)
East Texas Baptist University (TX)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)

Edgewood College (WI)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College of Indiana (IN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb College (NC)
Georgetown College (KY)
Goldey Beacom College (DE)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Gustavus Adolphus College (MN)
Gwynedd-Mercy College (PA)
Hampton University (VA)
Hastings College (NE)
Hendrix College (AR)
Hilbert College (NY)
Hiram College (OH)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Houston Baptist University (TX)
Husson College (ME)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
LeTourneau College (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Livingstone College (NC)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount Manhattan College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Mount St. Clare College (IA)
Mount St. Mary's College (CA)
Mount Union College (OH)
Mulhenberg College (PA)
Neumann College (PA)
Newberry College (SC)
North Central College (IL)
North Park College and Theological Seminary (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College of the Assemblies of God (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Oberlin College (OH)
Oglethorpe University (GA)
Oklahoma Baptist University (OK)
Olivet Nazarene College (IL)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Christian College (CA)
Palm Beach Atlantic College (FL)
Pfeiffer College (NC)
Piedmont College (GA)
Pikeville College (KY)

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Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Human Institute of Technology (IN)
Rosemont College (PA)
Sacred Heart Major Seminary (MI)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint John's University (MN)
Saint Mary's College (MI)
Saint Mary's College (WA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Saint Peters's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Simpson College (IA)
Smith College (MA)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Sweet Briar College (VA)
Syracuse University (NY)
Tabor College (KS)
Texas Christian University (TX)
Texas Wesleyan University (TX)
The Sage College (NY)
Thomas More College (KY)
Transylvania University (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (OH)
Union Theological Seminary in Virginia (VA)
Union University (TN)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Detroit Mercy (MI)
University of Dubuque (IA)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of San Diego (CA)
University of San Francisco (CA)
University of Sioux Falls (SD)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Utica College of Syracuse University (NY)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webster University (MO)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College (WV)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
Wilmington College (DE)
Wilmington College (OH)
Wingate College (NC)

Wisconsin Lutheran College (WI)
Wittenburg University (OH)
Woodbury University (CA)
Xavier University (OH)
York College of Pennsylvania (PA)

SALARY-TREND STUDY OF FACULTY IN PHYSICS, GENERAL FOR THE YEARS 1993-94 AND 1996-97

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1996-97: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, includi[illegible]hysics, General. The CIP defines the discipline/major field of Physics, General as,

> An instructional program that generally describes the scientific study of matter and energy, and the formulation and testing of the laws governing the behavior of the matter-energy continuum. Includes instruction in classical and modern Physics, General, electricity and magnetism thermo-dynamics, mechanics, wave properties, nuclear processes, relativity and quantum theory, quantitative methods, and laboratory methods.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 133--40.0801).]

This article summarizes the overall average salary increases in the discipline/major field of Physics, General for both public and private institutions from the "baseline year" of 1993-94 to and including the "trend year" of 1996-97. Of the 307 institutions which participated in CUPA's PUBLIC study of 1993-94, 248 also participated in 1996-97. Data from those same 248 institutions were used in both the baseline year and the trend year. Of the 490 institutions which participated in CUPA's PRIVATE study of 1993-94, 327 also participated in 1996-97. Data from those same 327

institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Physics, General for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1993-94 and 1996-97).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 27.2 for associate professors of Physics, General in the 1993-94 public study means that 27.2 percent of the faculty in that

discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1993-94, PUBLIC 1996-97, PRIVATE 1993-94 and PRIVATE 1996-97. For example, a SALARY FACTOR of 1.02 for associate professors in the discipline/major field of Physics, General in the 1993-94 public study means that their average salary is two percent higher than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1993-94 or 1996-97). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Physics, General with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1993-94 and the "trend year" of 1996-97 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC, 1993-94:							DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: Physics, General											
AVERAGE SALARY:	61169	778	170	46012	428	150	37295	331	140	34248	55	48	27298	35	26	51261	1572	200
FAC MIX PCT:	49.5%			27.2%			21.1%			3.5%			2.2%			100.0%		
SALARY FACTOR:	1.08			1.02			1.00			0.96			0.98			1.12		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	56883	25472		45101	21772		37168	21820		35603	3055		27885	5059		45639	74123	248
FAC MIX PCT:	34.4%			29.4%			29.4%			4.1%			6.8%			100.0%		
PUBLIC, 1996-97:							DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: Physics, General											
AVERAGE SALARY:	64651	726	172	49738	450	148	39742	311	139	39338	60	47	29010	42	26	54216	1529	200
FAC MIX PCT:	47.5%			29.4%			20.3%			3.9%			2.7%			100.0%		
SALARY FACTOR:	1.05			1.02			1.00			1.03			0.96			1.10		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	61544	25352		48681	22668		39882	21093		38020	3394		30234	4866		49367	73979	248
FAC MIX PCT:	34.3%			30.6%			28.5%			4.6%			6.6%			100.0%		
PRIVATE, 1993-94:							DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: Physics, General											
AVERAGE SALARY:	63955	503	141	45086	233	124	38577	202	108	34496	26	22	29685	13	13	53473	951	207
FAC MIX PCT:	52.9%			24.5%			21.2%			2.7%			1.4%			100.0%		
SALARY FACTOR:	1.10			1.03			1.06			1.02			1.03			1.18		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	57885	11849		43655	10661		36230	11025		33925	1491		28720	1903		45301	35438	327
FAC MIX PCT:	33.4%			30.1%			31.1%			4.2%			5.4%			100.0%		
PRIVATE, 1996-97:							DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: Physics, General											
AVERAGE SALARY:	70424	488	146	50146	226	112	41379	200	119	38002	29	27	31374	10	10	58755	924	209
FAC MIX PCT:	52.8%			24.5%			21.6%			3.1%			1.1%			100.0%		
SALARY FACTOR:	1.11			1.06			1.06			1.04			0.99			1.18		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	63553	12422		47422	11242		39143	10902		36709	1695		31814	1648		49753	36214	327
FAC MIX PCT:	34.3%			31.0%			30.1%			4.7%			4.6%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1993-94 AND 1996-97

In the PUBLIC 1993-94 study in the above table, the discipline/major field of Physics, General was reported in 200 of the 248 public institutions. The average salary of the 1,572 faculty was $51,261. This average salary was approximately 12.3 percent higher than the average salary of $45,639 for all 74,123 faculty in ALL MAJOR FIELDS in the same 1993-94 public study.

For the PUBLIC 1996-97 salary study in the above table, Physics, General was reported in 200 of the same 248 public institutions. The average salary of the 1,529 faculty was $54,216. This average salary was approximately 9.8 percent higher than the average salary of $49,367 for all 73,979 faculty in ALL MAJOR FIELDS in the 1996-97 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Physics, General in the public institutions studied was 5.8 percent ($54,216 minus $51,261 equals $2,955). The CPI of increase cost-of-living between October 1993 and October 1996 was 8.6 percent. In comparison, with the CPI, there was a relative increase in Physics, General average faculty salaries over the three-year period by 2.8 percent or an average of .9 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 8.2 percent ($49,367 minus $45,639 equals $3,728). In comparison to the discipline/major field of Physics, General (5.8%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 2.4 percent more than the faculty in the discipline/major field of Physics, General.

In the 1993-94 study the faculty mix percentage in Physics, General is higher at the professor rank than at the assistant professor rank: 49.5 percent vs. 21.1 percent; and higher in the 1996-97 study; 47.5 percent vs 20.3 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.4 percent

vs 29.4 percent (1993-94) and 34.3 percent vs 28.5 percent (1996-97).

Finally, the hiring rate of new assistant professors in Physics, General in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1993-94, 3.5 percent (55/1,572) vs 4.1 percent (3,055/74,123) and lower in 1996-97, 3.9 percent (60/1,529) vs. 4.6 percent (3,394/73,979).

RESULTS OF THE TWO PRIVATE STUDIES: 1993-94 AND 1996-97

The PRIVATE 1993-94 salary study in the above table indicates that the discipline/major field of Physics, General was reported in 207 of the 327 private institutions. The average salary of the 951 faculty was $53,473, an average salary 18.0 percent higher than the average salary of $45,301 for all 35,438 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

In the PRIVATE 1996-97 salary study in the above table, 209 of the same 327 private institutions reported Physics, General . The average salary of the 924 faculty was $58,755, an average salary 18.1 percent higher than the average salary of $49,753 for all 36,214 faculty in ALL MAJOR FIELDS in the 1996-97 private study.

The three-year increase in average salaries for all faculty in Physics, General in the private institutions studied was 9.9 percent ($58,755 minus $53,473 equals $5,282). The CPI increased cost-of-living between October 1993 and October 1996 was 8.6 percent. A more realistic increase, therefore, in the average faculty salaries of Physics, General over the three-year time period, is 1.3 percent or .4 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.8 percent ($49,753 minus $45,301 equals $4,452). In comparison to Physics, General (9.9%), the faculty in ALL MAJOR FIELDS increased their salaries .1 percent (9.9% minus 9.8% equals .1%) less than faculty in Physics, General.

For both studies in the discipline/major field of Physics, General, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank : 52.9 percent vs. 21.2 percent (1993-94); and 52.8 percent vs 21.6 percent (1996-97). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.4 percent vs. 31.1 percent (1993-94) and 34.3 percent vs. 30.1 percent (1996-97).

Finally, the hiring rate for new assistant professors in Physics, General was lower than the hiring rate in ALL MAJOR FIELDS in the 1993-94 private study: 2.7 percent (26/951) vs. 4.2 percent (1,491/35,438) and lower in the 1996-97 private study: 3.1 percent (29/924) vs. 4.7 percent (1,695/36,214).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Physics, General and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1993-94 through the "trend year" of 1996-97. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 4,976 (2.3%) faculty in the discipline/major field of Physics, General participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 219,754 participating faculty. The same 248 public institutions and the same 327 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Physics, General in 1993-94 were 12 percent and 18 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00). In both the public and private studies the average faculty salary factors for all ranks in Physics, General in 1996-97 were 10 percent below and 18 percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1996 CPI reflects an 8.6 percent increase over the October 1993 CPI and indicates that the faculty in Physics, General in the public institutions received an average annual salary increase of .9 percent below the cost-of-living. In the private institutions the annual average salary increase was .4 percent above the cost-of-living.

Third, in both the 1993-94 and 1996-97 public and private studies in Physics, General, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Physics, General is well established in the academy.

Finally, the hiring rate of new assistant professors in Physics, General in the 1993-94 and 1996-97 public studies and in the 1993-94 and 1996-97 private studies was lower than the hiring rate of ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Physics, General has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 9
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 10
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL

ANTHROPOLOGY

ARCHITECTURE AND RELATED PROGRAMS

AREA, ETHNIC, AND CULTURAL STUDIES

ART, GENERAL

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL

BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES

BUSINESS/MANAGERIAL ECONOMICS

CHEMISTRY, GENERAL

COMMUNICATIONS

COMPUTER AND INFORMATION SERVICES

COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE

CURRICULUM AND INSTRUCTION

DRAMA/THEATER ARTS, GENERAL

ECONOMICS, GENERAL

EDUCATION

EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL

EDUCATION/INSTRUCTIONAL MEDIA/TECHNICIAN

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGE AND LITERATURE/LETTERS

ENTERPRISE MANAGEMENT AND OPERATION, GENERAL

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY, GENERAL

HOME ECONOMICS

LIBRARY SCIENCE

MARKETING MANAGEMENT AND RESEARCH

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

MUSIC, GENERAL

NURSING (R. N. TRAINING)

OCCUPATIONAL THERAPY

PARKS, RECREATION, LEISURE, & FITNESS STUDIES

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICAL THERAPY

PHYSICS, GENERAL

POLITICAL SCIENCE, GENERAL

PROTECTIVE SERVICES

PSYCHOLOGY

PUBLIC HEALTH, GENERAL

READING TEACHER EDUCATION

SOCIAL SCIENCES, GENERAL

SOCIAL WORK

SOCIOLOGY

SPECIAL EDUCATION, GENERAL

SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Alabama Agriculture and Mechanical University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong Atlantic State University (GA)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Coastal Carolina University (SC)
College of William and Mary (VA)
Columbus State University (GA)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University Main Campus (MN)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Ferris State University (MI)
Fitchburg State College (MD)
Florida International University (FL)
Fort Hayes State University (KS)
Francis Marion University (SC)
Georgia College & State University (GA)
Georgia Institute of Technology (GA)
Georgia Southern University (GA)
Georgia Southwestern State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University at South Bend (IN)
Indiana University Northwest (IN)
Indiana University of Pennsylvania (PA)
Indiana University-Purdue University at Fort Wayne (IN)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander University (SC)
Langston University (OK)
Lincoln University (MO)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Miami University-Oxford (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MD)
Missouri Western State College (MO)
Montana State University Billings (MT)
Montana Tech of the University of Montana (MT)
Monclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Murray State University (KY)
New Mexico Highland University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern Illinois University (IL)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rowan University (NJ)
Rutgers, The State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
San Jose State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
South Dakota State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Albany (NY)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
Sul Ross State University (TX)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M University at Commerce (TX)
Texas A & M University at Corpus Christi (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
The College of New Jersey (NJ)
The Richard Stockton College of New Jersey (NJ)
The University of Akron (OH)
The University of Memphis (TN)
Towson State University (MD)
Troy State University (AL)
Truman State University (MO)
United States Naval Academy (MD)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of California Santa Cruz (CA)
University of Central Arkansas (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore (MD)
University of Maryland Baltimore County (MD)
University of Massachusetts Amherst (MA)
University of Massachusetts at Boston (MA)
University of Michigan-Dearborn (MI)
University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Florida (FL)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico Humacao University College (PR)

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University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of South Dakota (SD)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Main (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of West Alabama (AL)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Liberty State College (WV)
West Virginia University Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon University (OR)
Western Washington University (WA)
Wichita State University (KS)
William Patterson College of New Jersey (NJ)
Worcester State College (MA)
Wright State University Main Campus (OH)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (GA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barber-Scotia College (NC)
Barnard College (NY)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (WV)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Biola University (CA)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau College (GA)
Briar Cliff College (IA)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Cardinal Stritch College (WI)
Case Western Reserve University (OH)
Catawba College (NC)
Catholic University of America (DC)
Cazenovia College (NY)
Cedar Crest College (PA)
Cedarville College (OH)
Central University (IA)
Chapman University (CA)
Christian Brothers University (TN)
Clarkson College (NE)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (MN)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (Moorhead) (MN)
Concordia College (NE)
Concordia College (NY)
Concordia University Wisconsin (WI)
Cooper Union for the Advancement of Science and Art, The (NY)
Culver-Stockton College (MO)
D'Youville College (NY)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College, The (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drexel University (PA)
Drury College (MO)
East Texas Baptist University (TX)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)

Edgewood College (WI)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College of Indiana (IN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb College (NC)
Georgetown College (KY)
Goldey Beacom College (DE)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Gustavus Adolphus College (MN)
Gwynedd-Mercy College (PA)
Hampton University (VA)
Hastings College (NE)
Hendrix College (AR)
Hilbert College (NY)
Hiram College (OH)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Houston Baptist University (TX)
Husson College (ME)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
LeTourneau College (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Livingstone College (NC)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount Manhattan College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Mount St. Clare College (IA)
Mount St. Mary's College (CA)
Mount Union College (OH)
Mulhenberg College (PA)
Neumann College (PA)
Newberry College (SC)
North Central College (IL)
North Park College and Theological Seminary (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College of the Assemblies of God (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Oberlin College (OH)
Oglethorpe University (GA)
Oklahoma Baptist University (OK)
Olivet Nazarene College (IL)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Christian College (CA)
Palm Beach Atlantic College (FL)
Pfeiffer College (NC)
Piedmont College (GA)
Pikeville College (KY)

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Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Rosemont College (PA)
Sacred Heart Major Seminary (MI)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint John's University (MN)
Saint Mary's College (MI)
Saint Mary's College (WA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Saint Peters's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Simpson College (IA)
Smith College (MA)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Sweet Briar College (VA)
Syracuse University (NY)
Tabor College (KS)
Texas Christian University (TX)
Texas Wesleyan University (TX)
The Sage College (NY)
Thomas More College (KY)
Transylvania University (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (OH)
Union Theological Seminary in Virginia (VA)
Union University (TN)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Detroit Mercy (MI)
University of Dubuque (IA)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of San Diego (CA)
University of San Francisco (CA)
University of Sioux Falls (SD)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Utica College of Syracuse University (NY)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webster University (MO)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College (WV)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
Wilmington College (DE)
Wilmington College (OH)
Wingate College (NC)

Wisconsin Lutheran College (WI)
Wittenburg University (OH)
Woodbury University (CA)
Xavier University (OH)
York College of Pennsylvania (PA)

SALARY-TREND STUDY OF FACULTY IN POLITICAL SCIENCE, GENERAL FOR THE YEARS 1993-94 AND 1996-97

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1996-97: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Political Science, General. The CIP defines the discipline/major field of Political Science, General as,

> An instructional program that describes the systematic study of political institutions and behavior. Includes instruction in politics, political parties and interest groups, public opinion, political research methods, studies of the government and politics of specific countries and studies of specific political institutions and processes,*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 147--45.1001).]

This article summarizes the overall average salary increases in the discipline/major field of Political Science, General for both public and private institutions from the "baseline year" of 1993-94 to and including the "trend year" of 1996-97. Of the 307 institutions which participated in CUPA's PUBLIC study of 1993-94, 248 also participated in 1996-97. Data from those same 248 institutions were used in both the baseline year and the trend year. Of the 490 institutions which participated in CUPA's PRIVATE study of 1993-94, 327 also participated in 1996-97. Data from those same 327 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Political Science, General for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1993-94 and 1996-97).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 28.5 for associate professors of Political Science, General in the 1993-94 public study means that 28.5 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1993-94, PUBLIC 1996-97, PRIVATE 1993-94 and PRIVATE 1996-97. For example, a SALARY FACTOR of 0.97 for associate professors in the discipline/major field of Political Science, General in the 1993-94 public study means that their average salary is three percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1993-94 or 1996-97). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/majorfields in each of the four studies. Among other things, it is used to compare the discipline/major field of Political Science, General with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1993-94 and the "trend year" of 1996-97 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC, 1993-94:							DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: Political Sciences, General											
AVERAGE SALARY:	57686	685	176	43743	470	164	34814	447	154	33163	67	49	28061	48	34	46656	1650	197
FAC MIX PCT:	41.5%			28.5%			27.1%			4.1%			2.9%			100.0%		
SALARY FACTOR:	1.01			0.97			0.94			0.93			1.01			1.02		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	56883	25472		45101	21772		37168	21820		35603	3055		27885	5059		45639	74123	248
FAC MIX PCT:	34.4%			29.4%			29.4%			4.1%			6.8%			100.0%		
PUBLIC, 1996-97:							DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: Political Sciences, General											
AVERAGE SALARY:	61701	686	183	47018	536	175	38206	482	166	36081	69	50	31182	49	39	49898	1753	209
FAC MIX PCT:	39.1%			30.6%			27.5%			3.9%			2.8%			100.0%		
SALARY FACTOR:	1.00			0.97			0.96			0.95			1.03			1.01		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	61544	25352		48681	22668		39882	21093		38020	3394		30234	4866		49367	73979	248
FAC MIX PCT:	34.3%			30.6%			28.5%			4.6%			6.6%			100.0%		
PRIVATE, 1993-94:							DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: Political Science, General											
AVERAGE SALARY:	58608	387	157	42666	274	143	34965	277	133	32800	45	35	31187	33	23	46433	971	223
FAC MIX PCT:	39.9%			28.2%			28.5%			4.6%			3.4%			100.0%		
SALARY FACTOR:	1.01			0.98			0.97			0.97			1.09			1.02		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	57885	11849		43655	10661		36230	11025		33925	1491		28720	1903		45301	35438	327
FAC MIX PCT:	33.4%			30.1%			31.1%			4.2%			5.4%			100.0%		
PRIVATE, 1996-97:							DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: Political Science, General											
AVERAGE SALARY:	64619	391	155	46427	282	142	38177	251	130	35936	32	27	31966	17	16	51524	941	218
FAC MIX PCT:	41.6%			30.0%			26.7%			3.4%			1.8%			100.0%		
SALARY FACTOR:	1.02			0.98			0.98			0.98			1.00			1.04		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	63553	12422		47422	11242		39143	10902		36709	1695		31814	1648		49753	36214	327
FAC MIX PCT:	34.3%			31.0%			30.1%			4.7%			4.6%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1993-94 AND 1996-97

In the PUBLIC 1993-94 study in the above table, the discipline/major field of Political Science, General was reported in 197 of the 248 public institutions. The average salary of the 1,650 faculty was $46,656. This average salary was approximately 2.2 percent higher than the average salary of $45,639 for all 74,123 faculty in ALL MAJOR FIELDS in the same 1993-94 public study.

For the PUBLIC 1996-97 salary study in the above table, Political Science, General was reported in 209 of the same 248 public institutions. The average salary of the 1,753 faculty was $49,898. This average salary was approximately 1.1 percent higher than the average salary of $49,367 for all 73,979 faculty in ALL MAJOR FIELDS in the 1996-97 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Political Science, General in the public institutions studied was 6.9 percent ($49,898 minus $46,656 equals $3,242). The CPI of increase cost-of-living between October 1993 and October 1996 was 8.6 percent. In comparison, with the CPI, there was a relative increase in Political Science, General average faculty salaries over the three-year period by 1.7 percent or an average of .6 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 8.2 percent ($49,367 minus $45,639 equals $3,728). In comparison to the discipline/major field of Political Science, General (6.9%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.3 percent more than the faculty in the discipline/major field of Political Science, General.

In the 1993-94 study the faculty mix percentage in Political Science, General is higher at the professor rank than at the assistant professor rank: 41.5 percent vs. 27.1 percent; and higher in the 1996-97 study, it is 39.1 percent vs. 27.5 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.4

percent vs 29.4 percent (1993-94) and 34.3 percent vs 28.5 percent (1996-97).

Finally, the hiring rate of new assistant professors in Political Science, General in the public studies was virtually the same as the hiring rate of ALL MAJOR FIELDS in 1993-94, 4.1 percent (67/1,650) vs 4.1 percent (3,055/74,123) and lower in 1996-97, 3.9 percent (69/1,753) vs. 4.6 percent (3,394/73,979).

RESULTS OF THE TWO PRIVATE STUDIES: 1993-94 AND 1996-97

The PRIVATE 1993-94 salary study in the above table indicates that the discipline/major field of Political Science, General was reported in 223 of the 327 private institutions. The average salary of the 971 faculty was $46,433, an average salary 2.5 percent higher than the average salary of $45,301 for all 35,438 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

In the PRIVATE 1996-97 salary study in the above table, 218 of the same 327 private institutions reported Political Science, General. The average salary of the 941 faculty was $51,524, an average salary 3.6 percent higher than the average salary of $49,753 for all 36,214 faculty in ALL MAJOR FIELDS in the 1996-97 private study.

The three-year increase in average salaries for all faculty in Political Science, General in the private institutions studied was 11.0 percent ($51,524 minus $46,433 equals $5,091). The CPI increased cost-of-living between October 1993 and October 1996 was 8.6 percent. A more realistic increase, therefore, in the average faculty salaries of Political Science, General over the three-year time period, is 2.4 percent or .8 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.8 percent ($49,753 minus $45,301 equals $4,452). In comparison to Political Science, General (11.0%), the faculty in ALL MAJOR FIELDS increased their salaries 1.2 percent (11.0% minus 9.8% equals 1.2%) less than faculty in Political Science, General.

For both studies in the discipline/major field of Political Science, General the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank : 39.9 percent vs. 28.5 percent (1993-94); and 41.6 percent vs 26.7 percent, (1996-97). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.4 percent vs. 31.1 percent (1993-94) and 34.3 percent vs. 30.1 percent (1996-97).

Finally, the hiring rate for new assistant professors in Political Science, General was higher than the hiring rate in ALL MAJOR FIELDS in the 1993-94 private study: 4.6 percent (45/971) vs. 4.2 percent (1,491/35,438) and lower in the 1996-97 private study: 3.4 percent (32/941) vs. 4.7 percent (1,695/36,214).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Political Science, General and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1993-94 through the "trend year" of 1996-97. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 5,315 (2.4%) faculty in the discipline/major field of Political Science, General participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 219,754 participating faculty. The same 248 public institutions and the same 327 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Political Science, General in 1993-94 and 1996-97 were two percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS

(1.00). In both the public and private studies the average faculty salary factors for all ranks in Political Science, General in 1996-97 were one percent and four percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1996 CPI reflects an 8.6 percent increase over the October 1993 CPI and indicates that the faculty in Political Science, General in the public institutions received an average annual salary increase of .6 percent below the cost-of-living. In contrast, in the private institutions the annual average salary increase was .8 percent above the cost-of-living.

Third, in both the 1993-94 public and the 1993-94 and 1996-97 private studies in Political Science, General, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Political Science is firmly established and on going in the academy.

Finally, the hiring rate of new assistant professors in Political Science, General in the 1993-94 and 1996-97 public studies and in the 1996-97 private study was lower than the hiring rate of ALL MAJOR FIELDS. However, in the 1993-94 private study the hiring rate was higher than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Political Science, General has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
ARCHITECTURE AND RELATED PROGRAMS
AREA, ETHNIC, AND CULTURAL STUDIES
ART, GENERAL
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SERVICES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL
EDUCATION/INSTRUCTIONAL MEDIA/TECHNICIAN
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY

HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MARKETING MANAGEMENT AND RESEARCH
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R. N. TRAINING)
OCCUPATIONAL THERAPY
PARKS, RECREATION, LEISURE, & FITNESS STUDIES
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICAL THERAPY
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
PUBLIC HEALTH, GENERAL
READING TEACHER EDUCATION
SOCIAL SCIENCES, GENERAL
SOCIAL WORK
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Alabama Agriculture and Mechanical University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong Atlantic State University (GA)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Coastal Carolina University (SC)
College of William and Mary (VA)
Columbus State University (GA)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University Main Campus (MN)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Ferris State University (MI)
Fitchburg State College (MD)
Florida International University (FL)
Fort Hayes State University (KS)
Francis Marion University (SC)
Georgia College & State University (GA)
Georgia Institute of Technology (GA)
Georgia Southern University (GA)
Georgia Southwestern State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University at South Bend (IN)
Indiana University Northwest (IN)
Indiana University of Pennsylvania (PA)
Indiana University-Purdue University at Fort Wayne (IN)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander University (SC)
Langston University (OK)
Lincoln University (MO)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Miami University-Oxford (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MD)
Missouri Western State College (MO)
Montana State University Billings (MT)
Montana Tech of the University of Montana (MT)
Monclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Murray State University (KY)
New Mexico Highland University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern Illinois University (IL)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rowan University (NJ)
Rutgers, The State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
San Jose State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
South Dakota State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Albany (NY)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
Sul Ross State University (TX)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M University at Commerce (TX)
Texas A & M University at Corpus Christi (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
The College of New Jersey (NJ)
The Richard Stockton College of New Jersey (NJ)
The University of Akron (OH)
The University of Memphis (TN)
Towson State University (MD)
Troy State University (AL)
Truman State University (MO)
United States Naval Academy (MD)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of California Santa Cruz (CA)
University of Central Arkansas (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore (MD)
University of Maryland Baltimore County (MD)
University of Massachusetts Amherst (MA)
University of Massachusetts at Boston (MA)
University of Michigan-Dearborn (MI)
University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Florida (FL)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico Humacao University College (PR)

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University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of South Dakota (SD)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Main (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of West Alabama (AL)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Liberty State College (WV)
West Virginia University Institute of
Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon University (OR)
Western Washington University (WA)
Wichita State University (KS)
William Patterson College of New Jersey (NJ)
Worcester State College (MA)
Wright State University Main Campus (OH)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barber-Scotia College (NC)
Barnard College (NY)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (WV)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Biola University (CA)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau College (GA)
Briar Cliff College (IA)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Cardinal Stritch College (WI)
Case Western Reserve University (OH)
Catawba College (NC)
Catholic University of America (DC)
Cazenovia College (NY)
Cedar Crest College (PA)
Cedarville College (OH)
Central University (IA)
Chapman University (CA)
Christian Brothers University (TN)
Clarkson College (NE)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (MN)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (Moorhead) (MN)
Concordia College (NE)
Concordia College (NY)
Concordia University Wisconsin (WI)
Cooper Union for the Advancement of Science and Art, The (NY)
Culver-Stockton College (MO)
D'Youville College (NY)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College, The (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drexel University (PA)
Drury College (MO)
East Texas Baptist University (TX)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)

Edgewood College (WI)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Theological
Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College of Indiana (IN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb College (NC)
Georgetown College (KY)
Goldey Beacom College (DE)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Gustavus Adolphus College (MN)
Gwynedd-Mercy College (PA)
Hampton University (VA)
Hastings College (NE)
Hendrix College (AR)
Hilbert College (NY)
Hiram College (OH)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Houston Baptist University (TX)
Husson College (ME)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
LeTourneau College (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Livingstone College (NC)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount Manhattan College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Mount St. Clare College (IA)
Mount St. Mary's College (CA)
Mount Union College (OH)
Mulhenberg College (PA)
Neumann College (PA)
Newberry College (SC)
North Central College (IL)
North Park College and Theological Seminary (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College of the Assemblies of God (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Oberlin College (OH)
Oglethorpe University (GA)
Oklahoma Baptist University (OK)
Olivet Nazarene College (IL)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Christian College (CA)
Palm Beach Atlantic College (FL)
Pfeiffer College (NC)
Piedmont College (GA)
Pikeville College (KY)

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Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Human Institute of Technology (IN)
Rosemont College (PA)
Sacred Heart Major Seminary (MI)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint John's University (MN)
Saint Mary's College (MI)
Saint Mary's College (WA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Saint Peters's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Simpson College (IA)
Smith College (MA)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Sweet Briar College (VA)
Syracuse University (NY)
Tabor College (KS)
Texas Christian University (TX)
Texas Wesleyan University (TX)
The Sage College (NY)
Thomas More College (KY)
Transylvania University (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (OH)
Union Theological Seminary in Virginia (VA)
Union University (TN)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Detroit Mercy (MI)
University of Dubuque (IA)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of San Diego (CA)
University of San Francisco (CA)
University of Sioux Falls (SD)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Utica College of Syracuse University (NY)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webster University (MO)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College (WV)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
Wilmington College (DE)
Wilmington College (OH)
Wingate College (NC)

Wisconsin Lutheran College (WI)
Wittenburg University (OH)
Woodbury University (CA)
Xavier University (OH)
York College of Pennsylvania (PA)

SALARY-TREND STUDY OF FACULTY IN PROTECTIVE SERVICES FOR THE YEARS 1993-94 AND 1996-97

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1996-97: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Protective Services. The CIP defines the discipline/major field of Protective Services as,

> A summary of groups of instructional programs that describe the principles and procedures for providing police, fire and other safety services, and for managing penal institutions.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 139--43).]

This article summarizes the overall average salary increases in the discipline/major field of Protective Services for both public and private institutions from the "baseline year" of 1993-94 to and including the "trend year" of 1996-97. Of the 307 institutions which participated in CUPA's PUBLIC study of 1993-94, 248 also participated in 1996-97. Data from those same 248 institutions were used in both the baseline year and the trend year. Of the 490 institutions which participated in CUPA's PRIVATE study of 1993-94, 327 also participated in 1996-97. Data from those same 327 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Protective Services for

both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1993-94 and 1996-97).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 29.6 for associate professors of Protective Services in the 1993-94 public study means that 29.6 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the

ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1993-94, PUBLIC 1996-97, PRIVATE 1993-94 and PRIVATE 1996-97. For example, a SALARY FACTOR of .92 for associate professors in the discipline/major field of Protective Services in the 1993-94 public study means that their average salary is eight percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1993-94 or 1996-97). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/majorfields in each of the four studies. Among other things, it is used to compare the discipline/majorfield of Protective Services with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1993-94 and the "trend year" of 1996-97 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC, 1993-94:	DISCIPLINE: PROTECTIVE SERVICES MAJOR FIELD: Protective Services																	
AVERAGE SALARY:	52066	129	52	41387	125	56	34431	146	56	33997	35	26	29043	22	16	41602	422	68
FAC MIX PCT:	30.6%			29.6%			34.6%			8.3%			5.2%			100.0%		
SALARY FACTOR:	0.92			0.92			0.93			0.95			1.04			0.91		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	56883	25472		45101	21772		37168	21820		35603	3055		27885	5059		45639	74123	248
FAC MIX PCT:	34.4%			29.4%			29.4%			4.1%			6.8%			100.0%		
PUBLIC, 1996-97:	DISCIPLINE: PROTECTIVE SERVICES MAJOR FIELD: Protective Services																	
AVERAGE SALARY:	57742	164	55	45913	149	59	37337	189	67	35450	28	23	30171	41	27	45312	543	76
FAC MIX PCT:	30.2%			27.4%			34.8%			5.2%			7.6%			100.0%		
SALARY FACTOR:	0.94			0.94			0.94			0.93			1.00			0.92		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	61544	25352		48681	22668		39882	21093		38020	3394		30234	4866		49367	73979	248
FAC MIX PCT:	34.3%			30.6%			28.5%			4.6%			6.6%			100.0%		
PRIVATE, 1993-94:	DISCIPLINE: PROTECTIVE SERVICES MAJOR FIELD: Protective Services																	
AVERAGE SALARY:	49304	24	13	38007	18	17	32897	30	20	32381	8	8	22403	2	2	39178	74	31
FAC MIX PCT:	32.4%			24.3%			40.5%			10.8%			2.7%			100.0%		
SALARY FACTOR:	0.85			0.87			0.91			0.95			0.78			0.86		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	57885	11849		43655	10661		36230	11025		33925	1491		28720	1903		45301	35438	327
FAC MIX PCT:	33.4%			30.1%			31.1%			4.2%			5.4%			100.0%		
PRIVATE, 1996-97:	DISCIPLINE: PROTECTIVE SERVICES MAJOR FIELD: Protective Services																	
AVERAGE SALARY:	55226	18	9	43269	26	18	36424	40	20	33833	6	6	30984	5	5	41921	89	31
FAC MIX PCT:	20.2%			29.2%			44.9%			6.7%			5.6%			100.0%		
SALARY FACTOR:	0.87			0.91			0.93			0.92			0.97			0.84		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	63553	12422		47422	11242		39143	10902		36709	1695		31814	1648		49753	36214	327
FAC MIX PCT:	34.3%			31.0%			30.1%			4.7%			4.6%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1993-94 AND 1996-97

In the PUBLIC 1993-94 study in the above table, the discipline/major field of Protective Services was reported in 68 of the 248 public institutions. The average salary of the 422 faculty was $41,602. This average salary was approximately 9.7 percent lower than the average salary of $45,639 for all 74,123 faculty in ALL MAJOR FIELDS in the same 1993-94 public study.

For the PUBLIC 1996-97 salary study in the above table, Protective Services was reported in 76 of the same 248 public institutions. The average salary of the 543 faculty was $45,312. This average salary was approximately 8.9 percent lower than the average salary of $49,367 for all 73,979 faculty in ALL MAJOR FIELDS in the 1996-97 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Protective Services in the public institutions studied was 8.9 percent ($45,312 minus $41,602 equals $3,710). The CPI of increase cost-of-living between October 1993 and October 1996 was 8.6 percent. In comparison, with the CPI, there was a relative increase in Protective Services average faculty salaries over the three-year period by .3 percent or an average of .1 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 8.2 percent ($49,367 minus $45,639 equals $3,728). In comparison to the discipline/major field of Protective Services (8.9%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .7 percent less than the faculty in the discipline/major field of Protective Services.

In the 1993-94 study the faculty mix percentage in Protective Services is lower at the professor rank than at the assistant professor rank: 30.6 percent vs. 34.6 percent; and lower in the 1996-97 study; 30.2 percent vs 34.8 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.4 percent

vs 29.4 percent (1993-94) and 34.3 percent vs 28.5 percent (1996-97).

Finally, the hiring rate of new assistant professors in Protective Services in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1993-94, 8.3 percent (35/422) vs 4.1 percent (3,055/74,123) and higher in 1996-97, 5.2 percent (28/543) vs. 4.6 percent (3,394/73,979).

RESULTS OF THE TWO PRIVATE STUDIES: 1993-94 AND 1996-97

The PRIVATE 1993-94 salary study in the above table indicates that the discipline/major field of Protective Services was reported in 31 of the 327 private institutions. The average salary of the 74 faculty was $39,178, an average salary 15.6 percent lower than the average salary of $45,301 for all 35,438 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

In the PRIVATE 1996-97 salary study in the above table, 31 of the same 327 private institutions reported Protective Services. The average salary of the 89 faculty was $41,921, an average salary 18.7 percent lower than the average salary of $49,753 for all 36,214 faculty in ALL MAJOR FIELDS in the 1996-97 private study.

The three-year decrease in average salaries for all faculty in Protective Services in the private institutions studied was 7.0 percent ($41,921 minus $39,178 equals $2,743). The CPI increased cost-of-living between October 1993 and October 1996 was 8.6 percent. A more realistic increase, therefore, in the average faculty salaries of Protective Services over the three-year time period, is 1.6 percent or .5 percent each year below the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.8 percent ($49,753 minus $45,301 equals $4,452). In comparison to Protective Services (7.0%), the faculty in ALL MAJOR FIELDS increased their salaries 2.8 percent more than faculty in Protective Services.

For both studies in the discipline/major field of Protective Services, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank : 32.4 percent vs. 40.5 percent (1993-94); and 20.2 percent vs 44.9 percent (1996-97). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.4 percent vs. 31.1 percent (1993-94) and 34.3 percent vs. 30.1 percent (1996-97).

Finally, the hiring rate for new assistant professors in Protective Services was higher than the hiring rate in ALL MAJOR FIELDS in the 1993-94 private study: 10.8 percent (8/74) vs. 4.2 percent (1,491/35,438) and higher in the 1996-97 private study: 6.7 percent (6/89) vs. 4.7 percent (1,695/36,214).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Protective Services and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1993-94 through the "trend year" of 1996-97. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,128 (.5%) faculty in the discipline/major field of Protective Services participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 219,754 participating faculty. The same 248 public institutions and the same 327 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Protective Services in 1993-94 were nine percent and eight percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00).

In both the public and private studies the average faculty salary factors for all ranks in Protective Services were virtually the same as the salary factors for all ranks in ALL MAJOR FIELDS (1.00).

Second, the October 1996 CPI reflects an 8.6 percent increase over the October 1993 CPI and indicates that the faculty in Protective Services in the public institutions received an average annual salary increase of .7 percent below the cost-of-living. In the private institutions the annual average salary increase was .5 percent below the cost-of-living.

Third, in both the 1993-94 and 1996-97 public and private studies in Protective Services, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Protective Services is still emerging in the academy.

Finally, the hiring rate of new assistant professors in Protective Services in the 1993-94 and 1996-97 was higher than the hiring rate of ALL MAJOR FIELDS. The hiring rate for new assistant professors in the 1993-94 and 1996-97 private studies was higher as well.

Because a significant data base of average faculty salaries in the academic discipline/major field of Protective Services has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 9
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 10
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
ARCHITECTURE AND RELATED PROGRAMS
AREA, ETHNIC, AND CULTURAL STUDIES
ART, GENERAL
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SERVICES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL
EDUCATION/INSTRUCTIONAL MEDIA/TECHNICIAN
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MARKETING MANAGEMENT AND RESEARCH
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R. N. TRAINING)
OCCUPATIONAL THERAPY
PARKS, RECREATION, LEISURE, & FITNESS STUDIES
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICAL THERAPY
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
PUBLIC HEALTH, GENERAL
READING TEACHER EDUCATION
SOCIAL SCIENCES, GENERAL
SOCIAL WORK
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Alabama Agriculture and Mechanical University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong Atlantic State University (GA)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Coastal Carolina University (SC)
College of William and Mary (VA)
Columbus State University (GA)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University Main Campus (MN)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Ferris State University (MI)
Fitchburg State College (MD)
Florida International University (FL)
Fort Hayes State University (KS)
Francis Marion University (SC)
Georgia College & State University (GA)
Georgia Institute of Technology (GA)
Georgia Southern University (GA)
Georgia Southwestern State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University at South Bend (IN)
Indiana University Northwest (IN)
Indiana University of Pennsylvania (PA)
Indiana University-Purdue University at Fort Wayne (IN)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander University (SC)
Langston University (OK)
Lincoln University (MO)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Miami University-Oxford (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MD)
Missouri Western State College (MO)
Montana State University Billings (MT)
Montana Tech of the University of Montana (MT)
Monclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Murray State University (KY)
New Mexico Highland University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern Illinois University (IL)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rowan University (NJ)
Rutgers, The State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
San Jose State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
South Dakota State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Albany (NY)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
Sul Ross State University (TX)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M University at Commerce (TX)
Texas A & M University at Corpus Christi (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
The College of New Jersey (NJ)
The Richard Stockton College of New Jersey (NJ)
The University of Akron (OH)
The University of Memphis (TN)
Towson State University (MD)
Troy State University (AL)
Truman State University (MO)
United States Naval Academy (MD)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of California Santa Cruz (CA)
University of Central Arkansas (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore (MD)
University of Maryland Baltimore County (MD)
University of Massachusetts Amherst (MA)
University of Massachusetts at Boston (MA)
University of Michigan-Dearborn (MI)
University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Florida (FL)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico Humacao University College (PR)

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University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of South Dakota (SD)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Main (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of West Alabama (AL)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Liberty State College (WV)
West Virginia University Institute of
Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon University (OR)
Western Washington University (WA)
Wichita State University (KS)
William Patterson College of New Jersey (NJ)
Worcester State College (MA)
Wright State University Main Campus (OH)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (GA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barber-Scotia College (NC)
Barnard College (NY)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (WV)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Biola University (CA)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau College (GA)
Briar Cliff College (IA)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Cardinal Stritch College (WI)
Case Western Reserve University (OH)
Catawba College (NC)
Catholic University of America (DC)
Cazenovia College (NY)
Cedar Crest College (PA)
Cedarville College (OH)
Central University (IA)
Chapman University (CA)
Christian Brothers University (TN)
Clarkson College (NE)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (MN)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (Moorhead) (MN)
Concordia College (NE)
Concordia College (NY)
Concordia University Wisconsin (WI)
Cooper Union for the Advancement of Science and Art, The (NY)
Culver-Stockton College (MO)
D'Youville College (NY)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College, The (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drexel University (PA)
Drury College (MO)
East Texas Baptist University (TX)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)

Edgewood College (WI)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College of Indiana (IN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb College (NC)
Georgetown College (KY)
Goldey Beacom College (DE)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Gustavus Adolphus College (MN)
Gwynedd-Mercy College (PA)
Hampton University (VA)
Hastings College (NE)
Hendrix College (AR)
Hilbert College (NY)
Hiram College (OH)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Houston Baptist University (TX)
Husson College (ME)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
LeTourneau College (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Livingstone College (NC)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount Manhattan College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Mount St. Clare College (IA)
Mount St. Mary's College (CA)
Mount Union College (OH)
Mulhenberg College (PA)
Neumann College (PA)
Newberry College (SC)
North Central College (IL)
North Park College and Theological Seminary (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College of the Assemblies of God (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Oberlin College (OH)
Oglethorpe University (GA)
Oklahoma Baptist University (OK)
Olivet Nazarene College (IL)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Christian College (CA)
Palm Beach Atlantic College (FL)
Pfeiffer College (NC)
Piedmont College (GA)
Pikeville College (KY)

Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Human Institute of Technology (IN)
Rosemont College (PA)
Sacred Heart Major Seminary (MI)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint John's University (MN)
Saint Mary's College (MI)
Saint Mary's College (WA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Saint Peters's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Simpson College (IA)
Smith College (MA)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Sweet Briar College (VA)
Syracuse University (NY)
Tabor College (KS)
Texas Christian University (TX)
Texas Wesleyan University (TX)
The Sage College (NY)
Thomas More College (KY)
Transylvania University (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (OH)
Union Theological Seminary in Virginia (VA)
Union University (TN)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Detroit Mercy (MI)
University of Dubuque (IA)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of San Diego (CA)
University of San Francisco (CA)
University of Sioux Falls (SD)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Utica College of Syracuse University (NY)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webster University (MO)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College (WV)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
Wilmington College (DE)
Wilmington College (OH)
Wingate College (NC)

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Wisconsin Lutheran College (WI)
Wittenburg University (OH)
Woodbury University (CA)
Xavier University (OH)
York College of Pennsylvania (PA)

SALARY-TREND STUDY OF FACULTY IN PSYCHOLOGY FOR THE YEARS 1993-94 AND 1996-97

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1996-97: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Psychology. The CIP defines the discipline/major field of Psychology as,

> A summary of groups of instructional programs that describe the scientific study of behavior of individuals, independently or collectively, and the physical and environmental bases of mental, emotional and neurological activity.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 136--42).]

This article summarizes the overall average salary increases in the discipline/major field of Psychology for both public and private institutions from the "baseline year" of 1993-94 to and including the "trend year" of 1996-97. Of the 307 institutions which participated in CUPA's PUBLIC study of 1993-94, 248 also participated in 1996-97. Data from those same 248 institutions were used in both the baseline year and the trend year. Of the 490 institutions which participated in CUPA's PRIVATE study of 1993-94, 327 also participated in 1996-97. Data from those same 327 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Psychology for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1993-94 and 1996-97).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 28.1 for associate professors of Psychology in the 1993-94 public study means that 28.1 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the

ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1993-94, PUBLIC 1996-97, PRIVATE 1993-94 and PRIVATE 1996-97. For example, a SALARY FACTOR of .97 for associate professors in the discipline/major field of Psychology in the 1993-94 public study means that their average salary is three percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1993-94 or 1996-97). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/majorfields in each of the four studies. Among other things, it is used to compare the discipline/major field of Psychology with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1993-94 and the "trend year" of 1996-97 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC, 1993-94:																		
DISCIPLINE: PSYCHOLOGY MAJOR FIELD: Psychology																		
AVERAGE SALARY:	55962	1298	217	43710	853	204	34649	816	211	32879	143	95	28499	70	43	46161	3037	231
FAC MIX PCT:	42.7%			28.1%			26.9%			4.7%			2.3%			100.0%		
SALARY FACTOR:	0.98			0.97			0.93			0.92			1.02			1.01		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	56883	25472		45101	21772		37168	21820		35603	3055		27885	5059		45639	74123	248
FAC MIX PCT:	34.4%			29.4%			29.4%			4.1%			6.8%			100.0%		
PUBLIC, 1996-97:																		
DISCIPLINE: PSYCHOLOGY MAJOR FIELD: Psychology																		
AVERAGE SALARY:	60574	1349	226	46453	867	209	37968	841	216	36180	160	102	30621	73	52	49890	3130	233
FAC MIX PCT:	43.1%			27.7%			26.9%			5.1%			2.3%			100.0%		
SALARY FACTOR:	0.98			0.95			0.95			0.95			1.01			1.01		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	61544	25352		48681	22668		39882	21093		38020	3394		30234	4866		49367	73979	248
FAC MIX PCT:	34.3%			30.6%			28.5%			4.6%			6.6%			100.0%		
PRIVATE, 1993-94:																		
DISCIPLINE: PSYCHOLOGY MAJOR FIELD: Psychology																		
AVERAGE SALARY:	54343	643	224	41914	528	197	33869	431	200	31774	82	67	27095	33	30	44382	1635	291
FAC MIX PCT:	39.3%			32.3%			26.4%			5.0%			2.0%			100.0%		
SALARY FACTOR:	0.94			0.96			0.93			0.94			0.94			0.98		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57885	11849		43655	10661		36230	11025		33925	1491		28720	1903		45301	35438	327
FAC MIX PCT:	33.4%			30.1%			31.1%			4.2%			5.4%			100.0%		
PRIVATE, 1996-97:																		
DISCIPLINE: PSYCHOLOGY MAJOR FIELD: Psychology																		
AVERAGE SALARY:	60647	684	226	44047	523	216	37008	517	225	35149	101	78	28801	29	25	48196	1753	299
FAC MIX PCT:	39.0%			29.8%			29.5%			5.8%			1.7%			100.0%		
SALARY FACTOR:	0.95			0.93			0.95			0.96			0.91			0.97		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	63553	12422		47422	11242		39143	10902		36709	1695		31814	1648		49753	36214	327
FAC MIX PCT:	34.3%			31.0%			30.1%			4.7%			4.6%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1993-94 AND 1996-97

In the PUBLIC 1993-94 study in the above table, the discipline/major field of Psychology was reported in 231 of the 248 public institutions. The average salary of the 3037 faculty was $46,161. This average salary was approximately 1.1 percent higher than the average salary of $45,639 for all 74,123 faculty in ALL MAJOR FIELDS in the same 1993-94 public study.

For the PUBLIC 1996-97 salary study in the above table, Psychology was reported in 233 of the same 248 public institutions. The average salary of the 3130 faculty was $49,890. This average salary was approximately 1.1 percent higher than the average salary of $49,367 for all 73,979 faculty in ALL MAJOR FIELDS in the 1996-97 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Psychology in the public institutions studied was 8.1 percent ($49,890 minus $46,161 equals $3,729). The CPI of increase cost-of-living between October 1993 and October 1996 was 8.6 percent. In comparison, with the CPI, there was a relative increase in Psychology average faculty salaries over the three-year period by .5 percent or an average of .2 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 8.2 percent ($49,367 minus $45,639 equals $3,728). In comparison to the discipline/major field of Psychology (8.1%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .1 percent more than the faculty in the discipline/major field of Psychology.

In the 1993-94 study the faculty mix percentage in Psychology is higher at the professor rank than at the assistant professor rank: 42.7 percent vs. 26.9 percent; and higher in the 1996-97 study; 43.1 percent vs 26.9 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.4 percent vs 29.4 percent

(1993-94) and 34.3 percent vs 28.5 percent (1996-97).

Finally, the hiring rate of new assistant professors in Psychology in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1993-94, 4.7 percent (143/3037) vs 4.1 percent (3,055/74,123) and higher in 1996-97, 5.1 percent (160/3130) vs. 4.6 percent (3,394/73,979).

RESULTS OF THE TWO PRIVATE STUDIES: 1993-94 AND 1996-97

The PRIVATE 1993-94 salary study in the above table indicates that the discipline/major field of Psychology was reported in 291 of the 327 private institutions. The average salary of the 1635 faculty was $44,382, an average salary 2.1 percent lower than the average salary of $45,301 for all 35,438 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

In the PRIVATE 1996-97 salary study in the above table, 299 of the same 327 private institutions reported Psychology. The average salary of the 1753 faculty was $48,196, an average salary 3.2 percent lower than the average salary of $49,753 for all 36,214 faculty in ALL MAJOR FIELDS in the 1996-97 private study.

The three-year increase in average salaries for all faculty in Psychology in the private institutions studied was 8.6 percent ($48,196 minus $44,382 equals $3,814). The CPI increased cost-of-living between October 1993 and October 1996 was 8.6 percent. The average faculty salaries increase in Psychology over the three-year time period was virtually the same as the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.8 percent ($49,753 minus $45,301 equals $4,452). In comparison to Psychology (8.6%), the faculty in ALL MAJOR FIELDS increased their salaries 1.2 percent (9.8% minus 8.6% equals 1.2%) more than faculty in Psychology.

For both studies in the discipline/major field of Psychology, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank : 39.3 percent vs. 26.4

percent (1993-94); and 39.0 percent vs 29.5 percent (1996-97). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.4 percent vs. 31.1 percent (1993-94) and 34.3 percent vs. 30.1 percent (1996-97).

Finally, the hiring rate for new assistant professors in Psychology was higher than the hiring rate in ALL MAJOR FIELDS in the 1993-94 private study: 5.0 percent (82/1635) vs. 4.2 percent (1,491/35,438) and higher in the 1996-97 private study: 5.8 percent (101/1753) vs. 4.7 percent (1,695/36,214).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Psychology and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1993-94 through the "trend year" of 1996-97. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 9,555 (4.3%) faculty in the discipline/major field of Psychology participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 219,754 participating faculty. The same 248 public institutions and the same 327 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Psychology in 1993-94 were one percent above and two percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00). In both the public and private studies the average faculty salary factors for all ranks in Psychology in 1996-97 were one percent above and three percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1996 CPI reflects an 8.6 percent increase over the October 1993 CPI and indicates that the faculty in Psychology in the public institutions received an average annual salary increase of .2 percent below the cost-of-living. In the private institutions the annual average salary increase for Psychology was virtually the same as the cost-of-living.

Third, in both the 1993-94 and 1996-97 public and private studies in Psychology, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Psychology is well established in the academy.

Finally, the hiring rate of new assistant professors in Psychology in the 1993-94 and 1996-97 public studies and in the 1993-94 and 1996-97 private studies was higher than the hiring rate of ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Psychology has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 9
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 10
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
ARCHITECTURE AND RELATED PROGRAMS
AREA, ETHNIC, AND CULTURAL STUDIES
ART, GENERAL
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SERVICES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL
EDUCATION/INSTRUCTIONAL MEDIA/TECHNICIAN
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MARKETING MANAGEMENT AND RESEARCH
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R. N. TRAINING)
OCCUPATIONAL THERAPY
PARKS, RECREATION, LEISURE, & FITNESS STUDIES
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICAL THERAPY
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
PUBLIC HEALTH, GENERAL
READING TEACHER EDUCATION
SOCIAL SCIENCES, GENERAL
SOCIAL WORK
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Alabama Agriculture and Mechanical University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong Atlantic State University (GA)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Coastal Carolina University (SC)
College of William and Mary (VA)
Columbus State University (GA)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University Main Campus (MN)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Ferris State University (MI)
Fitchburg State College (MD)
Florida International University (FL)
Fort Hayes State University (KS)
Francis Marion University (SC)
Georgia College & State University (GA)
Georgia Institute of Technology (GA)
Georgia Southern University (GA)
Georgia Southwestern State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University at South Bend (IN)
Indiana University Northwest (IN)
Indiana University of Pennsylvania (PA)
Indiana University-Purdue University at Fort Wayne (IN)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander University (SC)
Langston University (OK)
Lincoln University (MO)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Miami University-Oxford (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MD)
Missouri Western State College (MO)
Montana State University Billings (MT)
Montana Tech of the University of Montana (MT)
Monclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)

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Murray State University (KY)
New Mexico Highland University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern Illinois University (IL)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rowan University (NJ)
Rutgers, The State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
San Jose State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
South Dakota State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Albany (NY)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
Sul Ross State University (TX)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M University at Commerce (TX)
Texas A & M University at Corpus Christi (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
The College of New Jersey (NJ)
The Richard Stockton College of New Jersey (NJ)
The University of Akron (OH)
The University of Memphis (TN)
Towson State University (MD)
Troy State University (AL)
Truman State University (MO)
United States Naval Academy (MD)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of California Santa Cruz (CA)
University of Central Arkansas (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore (MD)
University of Maryland Baltimore County (MD)
University of Massachusetts Amherst (MA)
University of Massachusetts at Boston (MA)
University of Michigan-Dearborn (MI)
University of Minnesota Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Florida (FL)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico Humacao University College (PR)

University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of South Dakota (SD)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Main (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of West Alabama (AL)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Liberty State College (WV)
West Virginia University Institute of
Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon University (OR)
Western Washington University (WA)
Wichita State University (KS)
William Patterson College of New Jersey (NJ)
Worcester State College (MA)
Wright State University Main Campus (OH)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (GA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barber-Scotia College (NC)
Barnard College (NY)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (WV)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Biola University (CA)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau College (GA)
Briar Cliff College (IA)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Cardinal Stritch College (WI)
Case Western Reserve University (OH)
Catawba College (NC)
Catholic University of America (DC)
Cazenovia College (NY)
Cedar Crest College (PA)
Cedarville College (OH)
Central University (IA)
Chapman University (CA)
Christian Brothers University (TN)
Clarkson College (NE)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (MN)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (Moorhead) (MN)
Concordia College (NE)
Concordia College (NY)
Concordia University Wisconsin (WI)
Cooper Union for the Advancement of Science and Art, The (NY)
Culver-Stockton College (MO)
D'Youville College (NY)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College, The (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drexel University (PA)
Drury College (MO)
East Texas Baptist University (TX)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)

Edgewood College (WI)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College of Indiana (IN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb College (NC)
Georgetown College (KY)
Goldey Beacom College (DE)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Gustavus Adolphus College (MN)
Gwynedd-Mercy College (PA)
Hampton University (VA)
Hastings College (NE)
Hendrix College (AR)
Hilbert College (NY)
Hiram College (OH)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Houston Baptist University (TX)
Husson College (ME)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
LeTourneau College (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Livingstone College (NC)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount Manhattan College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Mount St. Clare College (IA)
Mount St. Mary's College (CA)
Mount Union College (OH)
Mulhenberg College (PA)
Neumann College (PA)
Newberry College (SC)
North Central College (IL)
North Park College and Theological Seminary (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College of the Assemblies of God (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Oberlin College (OH)
Oglethorpe University (GA)
Oklahoma Baptist University (OK)
Olivet Nazarene College (IL)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Christian College (CA)
Palm Beach Atlantic College (FL)
Pfeiffer College (NC)
Piedmont College (GA)
Pikeville College (KY)

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Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Human Institute of Technology (IN)
Rosemont College (PA)
Sacred Heart Major Seminary (MI)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint John's University (MN)
Saint Mary's College (MI)
Saint Mary's College (WA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Saint Peters's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Simpson College (IA)
Smith College (MA)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Sweet Briar College (VA)
Syracuse University (NY)
Tabor College (KS)
Texas Christian University (TX)
Texas Wesleyan University (TX)
The Sage College (NY)
Thomas More College (KY)
Transylvania University (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (OH)
Union Theological Seminary in Virginia (VA)
Union University (TN)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Detroit Mercy (MI)
University of Dubuque (IA)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of San Diego (CA)
University of San Francisco (CA)
University of Sioux Falls (SD)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Utica College of Syracuse University (NY)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webster University (MO)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College (WV)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
Wilmington College (DE)
Wilmington College (OH)
Wingate College (NC)

Wisconsin Lutheran College (WI)
Wittenberg University (OH)
Woodbury University (CA)
Xavier University (OH)
York College of Pennsylvania (PA)

SALARY-TREND STUDY OF FACULTY IN PUBLIC HEALTH, GENERAL FOR THE YEARS 1993-94 AND 1996-97

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1996-97: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Public Health, General. The CIP defines the discipline/major field of Public Health, General as,

> A summary of groups of instructional programs that prepare individuals to provide publicly supervised health services to community, regional, national and international health services.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 183--51.22).]

This article summarizes the overall average salary increases in the discipline/major field of Public Health, General for both public and private institutions from the "baseline year" of 1993-94 to and including the "trend year" of 1996-97. Of the 307 institutions which participated in CUPA's PUBLIC study of 1993-94, 248 also participated in 1996-97. Data from those same 248 institutions were used in both the baseline year and the trend year. Of the 490 institutions which participated in CUPA's PRIVATE study of 1993-94, 327 also participated in 1996-97. Data from those same 327 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Public Health, General

for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1993-94 and 1996-97).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 31.1 for associate professors of Public Health, General in the 1993-94 public study means that 31.1 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the

ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1993-94, PUBLIC 1996-97, PRIVATE 1993-94 and PRIVATE 1996-97. For example, a SALARY FACTOR of .98 for associate professors in the discipline/major field of Public Health, General in the 1993-94 public study means that their average salary is two percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1993-94 or 1996-97). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/majorfields in each of the four studies. Among other things, it is used to compare the discipline/major field of Public Health, General with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1993-94 and the "trend year" of 1996-97 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
	DISCIPLINE: HEALTH SCIENCES MAJOR FIELD: Public Health, General																	
PUBLIC, 1993-94:																		
AVERAGE SALARY:	60245	124	31	44097	132	40	36236	138	39	35405	16	10	28972	30	14	45191	424	45
FAC MIX PCT:	29.2%			31.1%			32.5%			3.8%			7.1%			100.0%		
SALARY FACTOR:	1.06			0.98			0.97			0.99			1.04			0.99		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	56883	25472		45101	21772		37168	21820		35603	3055		27885	5059		45639	74123	248
FAC MIX PCT:	34.4%			29.4%			29.4%			4.1%			6.8%			100.0%		
	DISCIPLINE: HEALTH SCIENCES MAJOR FIELD: Public Health, General																	
PUBLIC, 1996-97:																		
AVERAGE SALARY:	63057	106	28	47239	118	39	39327	148	41	39016	22	15	31699	42	20	46884	414	45
FAC MIX PCT:	25.6%			28.5%			35.7%			5.3%			10.1%			100.0%		
SALARY FACTOR:	1.02			0.97			0.99			1.03			1.05			0.95		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	61544	25352		48681	22668		39882	21093		38020	3394		30234	4866		49367	73979	248
FAC MIX PCT:	34.3%			30.6%			28.5%			4.6%			6.6%			100.0%		
	DISCIPLINE: HEALTH SCIENCES MAJOR FIELD: Public Health, General																	
PRIVATE, 1993-94:																		
AVERAGE SALARY:	68821	87	6	49407	75	7	40684	98	7	49820	7	2	30863	27	7	50569	287	12
FAC MIX PCT:	30.3%			26.1%			34.1%			2.4%			9.4%			100.0%		
SALARY FACTOR:	1.19			1.13			1.12			1.47			1.07			1.12		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	57885	11849		43655	10661		36230	11025		33925	1491		28720	1903		45301	35438	327
FAC MIX PCT:	33.4%			30.1%			31.1%			4.2%			5.4%			100.0%		
	DISCIPLINE: HEALTH SCIENCES MAJOR FIELD: Public Health, General																	
PRIVATE, 1996-97																		
AVERAGE SALARY:	76910	107	6	54096	96	7	43136	105	8	42951	12	3	35376	21	4	56823	329	13
FAC MIX PCT:	32.5%			29.2%			31.9%			3.6%			6.4%			100.0%		
SALARY FACTOR:	1.21			1.14			1.10			1.17			1.11			1.14		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	63553	12422		47422	11242		39143	10902		36709	1695		31814	1648		49753	36214	327
FAC MIX PCT:	34.3%			31.0%			30.1%			4.7%			4.6%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1993-94 AND 1996-97

In the PUBLIC 1993-94 study in the above table, the discipline/major field of Public Health, General was reported in 45 of the 248 public institutions. The average salary of the 424 faculty was $45,191. This average salary was approximately 1.0 percent lower than the average salary of $45,639 for all 74,123 faculty in ALL MAJOR FIELDS in the same 1993-94 public study.

For the PUBLIC 1996-97 salary study in the above table, Public Health, General was reported in 45 of the same 248 public institutions. The average salary of the 414 faculty was $46,884. This average salary was approximately 5.3 percent lower than the average salary of $49,367 for all 73,979 faculty in ALL MAJOR FIELDS in the 1996-97 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Public Health, General in the public institutions studied was 3.8 percent ($46,884 minus $45,191 equals $1,693). The CPI of increase cost-of-living between October 1993 and October 1996 was 8.6 percent. In comparison with the CPI, there was a relative increase in Public Health, General average faculty salaries over the three-year period by 4.8 percent or an average of 1.6 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 8.2 percent ($49,367 minus $45,639 equals $3,728). In comparison to the discipline/major field of Public Health, General (3.8%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 4.4 percent more than the faculty in the discipline/major field of Public Health, General.

In the 1993-94 study the faculty mix percentage in Public Health, General is lower at the professor rank than at the assistant professor rank: 29.2 percent vs. 32.5 percent; in the 1996-97 study it is lower at the professor rank than at the assistant professor rank: 25.6 percent vs. 35.7 percent The differences in faculty mix percentage at the ranks of professor and assistant professor

in ALL MAJOR FIELDS for both public studies are 34.4 percent vs 29.4 percent (1993-94) and 34.3 percent vs 28.5 percent (1996-97).

Finally, the hiring rate of new assistant professors in Public Health, General in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1993-94, 3.8 percent (16/424) vs 4.1 percent (3,055/74,123) and higher in 1996-97, 5.3 percent (22/414) vs. 4.6 percent (3,394/73,979).

RESULTS OF THE TWO PRIVATE STUDIES: 1993-94 AND 1996-97

The PRIVATE 1993-94 salary study in the above table indicates that the discipline/major field of Public Health, General was reported in 12 of the 327 private institutions. The average salary of the 287 faculty was $50,569, an average salary 11.6 percent higher than the average salary of $45,301 for all 35,438 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

In the PRIVATE 1996-97 salary study in the above table, 13 of the same 327 private institutions reported Public Health, General. The average salary of the 327 faculty was $56,823, an average salary 14.2 percent higher than the average salary of $49,753 for all 36,214 faculty in ALL MAJOR FIELDS in the 1996-97 private study.

The three-year increase in average salaries for all faculty in Public Health, General in the private institutions studied was 12.4 percent ($56,823 minus $50,569 equals $6,254). The CPI increased cost-of-living between October 1993 and October 1996 was 8.6 percent. A more realistic increase, therefore, in the average faculty salaries of Public Health, General over the three-year time period, is 3.8 percent or 1.3 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.8 percent ($49,753 minus $45,301 equals $4,452). In comparison to Public Health, General (12.4%), the faculty in ALL MAJOR FIELDS increased their salaries 2.6

percent (12.4% minus 9.8% equals 2.6%) less than faculty in Public Health, General.

In the 1993-94 studies in the discipline/major field of Public Health, General, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 30.3 percent vs. 34.1 percent However, in the 1996-97 study the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank: 32.5 percent vs. 31.9 percent The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.4 percent vs. 31.1 percent (1993-94) and 34.3 percent vs. 30.1 percent (1996-97).

Finally, the hiring rate for new assistant professors in Public Health, General was lower than the hiring rate in ALL MAJOR FIELDS in the 1993-94 private study: 2.4 percent (7/287) vs. 4.2 percent (1,491/35,438) and lower in the 1996-97 private study: 3.6 percent (12/329) vs. 4.7 percent (1,695/36,214).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Public Health, General and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1993-94 through the "trend year" of 1996-97. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,454 (.7%) faculty in the discipline/major field of Public Health, General participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 219,754 participating faculty. The same 248 public institutions and the same 327 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Public Health, General in 1993-94 were one percent below and 12 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Public Health, General in 1996-97 were five percent below and 14 percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1996 CPI reflects an 8.6 percent increase over the October 1993 CPI and indicates that the faculty in Public Health, General in the public institutions received an average annual salary increase of 1.6 percent below the cost-of-living. In the private institutions the annual average salary increase was 1.3 percent above the cost-of-living.

Third, in both the 1993-94 and 1996-97 public studies in the discipline/major field of Public Health, General, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank. In the private 1996-97 studies the professor rank FAC MIX PCTs is also lower than that for the assistant professor rank. However, in the 1996-97 private study the professor rank FAC MIX PCTs are higher than the assistant professor rank. These data indicate that in both the public and private studies the discipline/major field of Public Health, General is still an emerging discipline/field in the academy.

Finally, the hiring rate of new assistant professors in the discipline/major field of Public Health, General in the 1993-94 public study and the 1993-94 and 1996-97 private studies were lower than the hiring rate of ALL MAJOR FIELDS. However, in 1996-97 public study, the hiring rate for new assistant professors in the discipline/major field of Public Health, General was higher than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Public Health, General has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL

ANTHROPOLOGY

ARCHITECTURE AND RELATED PROGRAMS

AREA, ETHNIC, AND CULTURAL STUDIES

ART, GENERAL

BIOLOGICAL SCIENCES LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL

BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES

BUSINESS MANAGERIAL ECONOMICS

CHEMISTRY, GENERAL

COMMUNICATIONS

COMPUTER AND INFORMATION SERVICES

COUNSELOR EDUCATION STUDENT COUNSELING AND GUIDANCE

CURRICULUM AND INSTRUCTION

DRAMA/THEATER ARTS, GENERAL

ECONOMICS, GENERAL

EDUCATION

EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL

EDUCATION/INSTRUCTIONAL MEDIA/TECHNICIAN

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGE AND LITERATURE/LETTERS

ENTERPRISE MANAGEMENT AND OPERATION, GENERAL

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY, GENERAL

HOME ECONOMICS

LIBRARY SCIENCE

MARKETING MANAGEMENT AND RESEARCH

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

MUSIC, GENERAL

NURSING (R. N. TRAINING)

OCCUPATIONAL THERAPY

PARKS, RECREATION, LEISURE, & FITNESS STUDIES

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICAL THERAPY

PHYSICS, GENERAL

POLITICAL SCIENCE, GENERAL

PROTECTIVE SERVICES

PSYCHOLOGY

PUBLIC HEALTH, GENERAL

READING TEACHER EDUCATION

SOCIAL SCIENCES, GENERAL

SOCIAL WORK

SOCIOLOGY

SPECIAL EDUCATION, GENERAL

SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Alabama Agriculture and Mechanical University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong Atlantic State University (GA)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Coastal Carolina University (SC)
College of William and Mary (VA)
Columbus State University (GA)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University Main Campus (MN)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Ferris State University (MI)
Fitchburg State College (MD)
Florida International University (FL)
Fort Hayes State University (KS)
Francis Marion University (SC)
Georgia College & State University (GA)
Georgia Institute of Technology (GA)
Georgia Southern University (GA)
Georgia Southwestern State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University at South Bend (IN)
Indiana University Northwest (IN)
Indiana University of Pennsylvania (PA)
Indiana University-Purdue University at Fort Wayne (IN)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander University (SC)
Langston University (OK)
Lincoln University (MO)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Miami University-Oxford (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MD)
Missouri Western State College (MO)
Montana State University Billings (MT)
Montana Tech of the University of Montana (MT)
Monclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Murray State University (KY)
New Mexico Highland University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern Illinois University (IL)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rowan University (NJ)
Rutgers, The State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
San Jose State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
South Dakota State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Albany (NY)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
Sul Ross State University (TX)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M University at Commerce (TX)
Texas A & M University at Corpus Christi (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
The College of New Jersey (NJ)
The Richard Stockton College of New Jersey (NJ)
The University of Akron (OH)
The University of Memphis (TN)
Towson State University (MD)
Troy State University (AL)
Truman State University (MO)
United States Naval Academy (MD)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of California Santa Cruz (CA)
University of Central Arkansas (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore (MD)
University of Maryland Baltimore County (MD)
University of Massachusetts Amherst (MA)
University of Massachusetts at Boston (MA)
University of Michigan-Dearborn (MI)
University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Florida (FL)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico Humacao University College (PR)

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University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of South Dakota (SD)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Main (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of West Alabama (AL)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Liberty State College (WV)
West Virginia University Institute of
Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon University (OR)
Western Washington University (WA)
Wichita State University (KS)
William Patterson College of New Jersey (NJ)
Worcester State College (MA)
Wright State University Main Campus (OH)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (GA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barber-Scotia College (NC)
Barnard College (NY)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (WV)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Biola University (CA)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau College (GA)
Briar Cliff College (IA)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Cardinal Stritch College (WI)
Case Western Reserve University (OH)
Catawba College (NC)
Catholic University of America (DC)
Cazenovia College (NY)
Cedar Crest College (PA)
Cedarville College (OH)
Central University (IA)
Chapman University (CA)
Christian Brothers University (TN)
Clarkson College (NE)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (MN)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (Moorhead) (MN)
Concordia College (NE)
Concordia College (NY)
Concordia University Wisconsin (WI)
Cooper Union for the Advancement of Science and Art, The (NY)
Culver-Stockton College (MO)
D'Youville College (NY)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College, The (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drexel University (PA)
Drury College (MO)
East Texas Baptist University (TX)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)

Edgewood College (WI)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College of Indiana (IN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb College (NC)
Georgetown College (KY)
Goldey Beacom College (DE)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Gustavus Adolphus College (MN)
Gwynedd-Mercy College (PA)
Hampton University (VA)
Hastings College (NE)
Hendrix College (AR)
Hilbert College (NY)
Hiram College (OH)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Houston Baptist University (TX)
Husson College (ME)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
LeTourneau College (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Livingstone College (NC)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount Manhattan College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Mount St. Clare College (IA)
Mount St. Mary's College (CA)
Mount Union College (OH)
Mulhenberg College (PA)
Neumann College (PA)
Newberry College (SC)
North Central College (IL)
North Park College and Theological Seminary (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College of the Assemblies of God (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Oberlin College (OH)
Oglethorpe University (GA)
Oklahoma Baptist University (OK)
Olivet Nazarene College (IL)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Christian College (CA)
Palm Beach Atlantic College (FL)
Pfeiffer College (NC)
Piedmont College (GA)
Pikeville College (KY)

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Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Human Institute of Technology (IN)
Rosemont College (PA)
Sacred Heart Major Seminary (MI)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint John's University (MN)
Saint Mary's College (MI)
Saint Mary's College (WA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Saint Peters's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Simpson College (IA)
Smith College (MA)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Sweet Briar College (VA)
Syracuse University (NY)
Tabor College (KS)
Texas Christian University (TX)
Texas Wesleyan University (TX)
The Sage College (NY)
Thomas More College (KY)
Transylvania University (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (OH)
Union Theological Seminary in Virginia (VA)
Union University (TN)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Detroit Mercy (MI)
University of Dubuque (IA)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of San Diego (CA)
University of San Francisco (CA)
University of Sioux Falls (SD)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Utica College of Syracuse University (NY)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webster University (MO)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College (WV)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
Wilmington College (DE)
Wilmington College (OH)
Wingate College (NC)

Wisconsin Lutheran College (WI)
Wittenburg University (OH)
Woodbury University (CA)
Xavier University (OH)
York College of Pennsylvania (PA)

SALARY-TREND STUDY OF FACULTY IN READING TEACHER EDUCATION FOR THE YEARS 1993-94 AND 1996-97

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1996-97: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Reading Teacher Education. The CIP defines the discipline/major field of Reading Teacher Education as,

> An instructional program that prepares individuals to diagnose reading difficulties and to teach reading programs at various educational levels.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 82--13.1315).]

This article summarizes the overall average salary increases in the discipline/major field of Reading Teacher Education for both public and private institutions from the "baseline year" of 1993-94 to and including the "trend year" of 1996-97. Of the 307 institutions which participated in CUPA's PUBLIC study of 1993-94, 248 also participated in 1996-97. Data from those same 248 institutions were used in both the baseline year and the trend year. Of the 490 institutions which participated in CUPA's PRIVATE study of 1993-94, 327 also participated in 1996-97. Data from those same 327 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Reading Teacher

Education for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1993-94 and 1996-97).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 27.0 for associate professors of Reading Teacher Education in the 1993-94 public study means that 27.0 percent of the Faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the

ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1993-94, PUBLIC 1996-97, PRIVATE 1993-94 and PRIVATE 1996-97. For example, a SALARY FACTOR of 0.94 for associate professors in the discipline/major field of Reading Teacher Education in the 1993-94 public study means that their average salary is six percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1993-94 or 1996-97). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Reading Teacher Education with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1993-94 and the "trend year" of 1996-97 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC, 1993-94: DISCIPLINE: EDUCATION MAJOR FIELD: Reading Teacher Education																		
AVERAGE SALARY:	50201	80	32	42237	48	23	36152	39	24	34793	6	4	26397	11	7	43505	178	42
FAC MIX PCT:	44.9%			27.0%			21.9%			3.4%			6.2%			100.0%		
SALARY FACTOR:	0.88			0.94			0.97			0.98			0.95			0.95		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	56883	25472		45101	21772		37168	21820		35603	3055		27885	5059		45639	74123	248
FAC MIX PCT:	34.4%			29.4%			29.4%			4.1%			6.8%			100.0%		
PUBLIC, 1996-97: DISCIPLINE: EDUCATION MAJOR FIELD: Reading Teacher Education																		
AVERAGE SALARY:	55782	70	31	45522	47	19	37880	48	24	35344	9	9	31182	15	8	46279	180	41
FAC MIX PCT:	38.9%			26.1%			26.7%			5.0%			8.3%			100.0%		
SALARY FACTOR:	0.91			0.94			0.95			0.93			1.03			0.94		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	61544	25352		48681	22668		39882	21093		38020	3394		30234	4866		49367	73979	248
FAC MIX PCT:	34.3%			30.6%			28.5%			4.6%			6.6%			100.0%		
PRIVATE, 1993-94: DISCIPLINE: EDUCATION MAJOR FIELD: Reading Teacher Education																		
AVERAGE SALARY:	48549	7	5	38180	15	12	30503	16	14	31650	4	4	26990	1	1	36605	39	25
FAC MIX PCT:	17.9%			38.5%			41.0%			10.3%			2.6%			100.0%		
SALARY FACTOR:	0.84			0.87			0.84			0.93			0.94			0.81		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57885	11849		43655	10661		36230	11025		33925	1491		28720	1903		45301	35438	327
FAC MIX PCT:	33.4%			30.1%			31.1%			4.2%			5.4%			100.0%		
PRIVATE, 1996-97: DISCIPLINE: EDUCATION MAJOR FIELD: Reading Teacher Education																		
AVERAGE SALARY:	51390	11	8	38513	12	10	33235	15	13				30730	1	1	39915	39	23
FAC MIX PCT:	28.2%			30.8%			38.5%						2.6%			100.0%		
SALARY FACTOR:	0.81			0.81			0.85						0.97			0.80		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	63553	12422		47422	11242		39143	10902		36709	1695		31814	1648		49753	36214	327
FAC MIX PCT:	34.3%			31.0%			30.1%			4.7%			4.6%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1993-94 AND 1996-97

In the PUBLIC 1993-94 study in the above table, the discipline/major field of Reading Teacher Education was reported in 42 of the 248 public institutions. The average salary of the 178 faculty was $43,505. This average salary was approximately 4.9 percent lower than the average salary of $45,639 for all 74,123 faculty in ALL MAJOR FIELDS in the same 1993-94 public study.

For the PUBLIC 1996-97 salary study in the above table, Reading Teacher Education was reported in 41 of the same 248 public institutions. The average salary of the 180 faculty was $46,279. This average salary was approximately 6.7 percent lower than the average salary of $49,367 for all 73,979 faculty in ALL MAJOR FIELDS in the 1996-97 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Reading Teacher Education in the public institutions studied was 6.4 percent ($46,279 minus $43,505 equals $2,774). The CPI of increase cost-of-living between October 1993 and October 1996 was 8.6 percent. In comparison, with the CPI, there was a relative increase in Reading Teacher Education average faculty salaries over the three-year period by 2.2 percent or an average of .7 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 8.2 percent ($49,367 minus $45,639 equals $3,728). In comparison to the discipline/major field of Reading Teacher Education (6.4%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.8 percent more than the faculty in the discipline/major field of Reading Teacher Education .

In the 1993-94 study the faculty mix percentage in Reading Teacher Education is higher at the professor rank than at the assistant professor rank: 44.9 percent vs. 21.9 percent; in the 1996-97 study it is 38.9 percent vs. 26.7 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.4 percent

vs 29.4 percent (1993-94) and 34.3 percent vs 28.5 percent (1996-97).

Finally, the hiring rate of new assistant professors in Reading Teacher Education in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1993-94, 3.4 percent (6/178) vs 4.1 percent (3,055/74,123) and lower in 1996-97, 5.0 percent (9/180) vs. 4.6 percent (3,394/73,979).

RESULTS OF THE TWO PRIVATE STUDIES: 1993-94 AND 1996-97

The PRIVATE 1993-94 salary study in the above table indicates that the discipline/major field of Reading Teacher Education was reported in 25 of the 327 private institutions. The average salary of the 39 faculty was $36,605, an average salary 23.8 percent lower than the average salary of $45,301 for all 35,438 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

In the PRIVATE 1996-97 salary study in the above table, 23 of the same 327 private institutions reported Reading Teacher Education. The average salary of the 39 faculty was $39,915, an average salary 24.7 percent lower than the average salary of $49,753 for all 36,214 faculty in ALL MAJOR FIELDS in the 1996-97 private study.

The three-year increase in average salaries for all faculty in Reading Teacher Education in the private institutions studied was 9.0 percent ($39,915 minus $36,605 equals $3,310). The CPI increased cost-of-living between October 1993 and October 1996 was 8.6 percent. A more realistic increase, therefore, in the average faculty salaries of Reading Teacher Education over the three-year time period, is .4 percent or .1 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.8 percent ($49,753 minus $45,301 equals $4,452). In comparison to Reading Teacher Education (9.0%), the faculty in ALL MAJOR FIELDS increased their salaries .8 percent (9.8% minus 9.0% equals .8%) more than faculty in Reading Teacher Education.

In the discipline/major field of Reading Teacher Education, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank for the 1993-94 and 1996-97 studies: 17.9 percent vs. 41.0 percent; and, 28.2% vs. 38.5%, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.4 percent vs. 31.1 percent (1993-94) and 34.3 percent vs. 30.1 percent (1996-97).

Finally, the hiring rate for new assistant professors in Reading Teacher Education was lower than the hiring rate in ALL MAJOR FIELDS in the 1993-94 private study: 10.3 percent (4/39) vs. 4.2 percent (1,491/35,438) and lower in the 1996-97 private study: 0.0 percent (0/39) vs. 4.7 percent (1,695/36,214).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Reading Teacher Education and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1993-94 through the "trend year" of 1996-97. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 436 (.2%) faculty in the discipline/major field of Reading Teacher Education participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 219,754 participating faculty. The same 248 public institutions and the same 327 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Reading Teacher Education 1993-94 were five percent and 19 percent below the average faculty salary factors for all ranks in ALL MAJOR

FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Reading Teacher Education in 1996-97 were six percent and 20 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1996 CPI reflects an 8.6 percent increase over the October 1993 CPI and indicates that the faculty in Reading Teacher Education in the public institutions received an average annual salary increase of .7 percent below the cost-of-living. In contrast, in the private institutions the annual average salary increase was .1 percent above the cost-of-living.

Third, in both the 1993-94 and 1996-97 public studies in Reading Teacher Education , the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in both the public studies the discipline/major field of Reading Teacher Education is firmly established and on going in the academy. However, in the 1993-94 and.1996-97 private studies in Reading Teacher Education, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in the private studies the discipline/major field of Reading Teacher is still emerging in the academy.

Finally, the hiring rate of new assistant professors in Reading Teacher Education in the 1993-94 public study and in both the 1993-94 and 1996-97 private studies were lower than the hiring rate of ALL MAJOR FIELDS. However, in the public 1996-97 study the hiring rate for new assistant professors in Reading Teacher Education was higher than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Reading Teacher Education has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL

ANTHROPOLOGY

ARCHITECTURE AND RELATED PROGRAMS

AREA, ETHNIC, AND CULTURAL STUDIES

ART, GENERAL

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL

BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES

BUSINESS/MANAGERIAL ECONOMICS

CHEMISTRY, GENERAL

COMMUNICATIONS

COMPUTER AND INFORMATION SERVICES

COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE

CURRICULUM AND INSTRUCTION

DRAMA/THEATER ARTS, GENERAL

ECONOMICS, GENERAL

EDUCATION

EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL

EDUCATION/INSTRUCTIONAL MEDIA TECHNICIAN

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGE AND LITERATURE/LETTERS

ENTERPRISE MANAGEMENT AND OPERATION, GENERAL

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY, GENERAL

HOME ECONOMICS

LIBRARY SCIENCE

MARKETING MANAGEMENT AND RESEARCH

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

MUSIC, GENERAL

NURSING (R. N. TRAINING)

OCCUPATIONAL THERAPY

PARKS, RECREATION, LEISURE, & FITNESS STUDIES

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICAL THERAPY

PHYSICS, GENERAL

POLITICAL SCIENCE, GENERAL

PROTECTIVE SERVICES

PSYCHOLOGY

PUBLIC HEALTH, GENERAL

READING TEACHER EDUCATION

SOCIAL SCIENCES, GENERAL

SOCIAL WORK

SOCIOLOGY

SPECIAL EDUCATION, GENERAL

SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Alabama Agriculture and Mechanical University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong Atlantic State University (GA)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Coastal Carolina University (SC)
College of William and Mary (VA)
Columbus State University (GA)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University Main Campus (MN)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Ferris State University (MI)
Fitchburg State College (MD)
Florida International University (FL)
Fort Hayes State University (KS)
Francis Marion University (SC)
Georgia College & State University (GA)
Georgia Institute of Technology (GA)
Georgia Southern University (GA)
Georgia Southwestern State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University at South Bend (IN)
Indiana University Northwest (IN)
Indiana University of Pennsylvania (PA)
Indiana University-Purdue University at Fort Wayne (IN)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander University (SC)
Langston University (OK)
Lincoln University (MO)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Miami University-Oxford (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MD)
Missouri Western State College (MO)
Montana State University Billings (MT)
Montana Tech of the University of Montana (MT)
Monclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Murray State University (KY)
New Mexico Highland University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern Illinois University (IL)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rowan University (NJ)
Rutgers, The State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
San Jose State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
South Dakota State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Albany (NY)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
Sul Ross State University (TX)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M University at Commerce (TX)
Texas A & M University at Corpus Christi (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
The College of New Jersey (NJ)
The Richard Stockton College of New Jersey (NJ)
The University of Akron (OH)
The University of Memphis (TN)
Towson State University (MD)
Troy State University (AL)
Truman State University (MO)
United States Naval Academy (MD)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of California Santa Cruz (CA)
University of Central Arkansas (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore (MD)
University of Maryland Baltimore County (MD)
University of Massachusetts Amherst (MA)
University of Massachusetts at Boston (MA)
University of Michigan-Dearborn (MI)
University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Florida (FL)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico Humacao University College (PR)

University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of South Dakota (SD)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Main (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of West Alabama (AL)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Liberty State College (WV)
West Virginia University Institute of
Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon University (OR)
Western Washington University (WA)
Wichita State University (KS)
William Patterson College of New Jersey (NJ)
Worcester State College (MA)
Wright State University Main Campus (OH)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (GA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barber-Scotia College (NC)
Barnard College (NY)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (WV)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Biola University (CA)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau College (GA)
Briar Cliff College (IA)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Cardinal Stritch College (WI)
Case Western Reserve University (OH)
Catawba College (NC)
Catholic University of America (DC)
Cazenovia College (NY)
Cedar Crest College (PA)
Cedarville College (OH)
Central University (IA)
Chapman University (CA)
Christian Brothers University (TN)
Clarkson College (NE)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (MN)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (Moorhead) (MN)
Concordia College (NE)
Concordia College (NY)
Concordia University Wisconsin (WI)
Cooper Union for the Advancement of Science and Art, The (NY)
Culver-Stockton College (MO)
D'Youville College (NY)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College, The (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drexel University (PA)
Drury College (MO)
East Texas Baptist University (TX)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)

BEST COPY AVAILABLE

Edgewood College (WI)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Theological
Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College of Indiana (IN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb College (NC)
Georgetown College (KY)
Goldey Beacom College (DE)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Gustavus Adolphus College (MN)
Gwynedd-Mercy College (PA)
Hampton University (VA)
Hastings College (NE)
Hendrix College (AR)
Hilbert College (NY)
Hiram College (OH)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Houston Baptist University (TX)
Husson College (ME)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
LeTourneau College (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Livingstone College (NC)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount Manhattan College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Mount St. Clare College (IA)
Mount St. Mary's College (CA)
Mount Union College (OH)
Mulhenberg College (PA)
Neumann College (PA)
Newberry College (SC)
North Central College (IL)
North Park College and Theological Seminary (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College of the Assemblies of God (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Oberlin College (OH)
Oglethorpe University (GA)
Oklahoma Baptist University (OK)
Olivet Nazarene College (IL)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Christian College (CA)
Palm Beach Atlantic College (FL)
Pfeiffer College (NC)
Piedmont College (GA)
Pikeville College (KY)

Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Human Institute of Technology (IN)
Rosemont College (PA)
Sacred Heart Major Seminary (MI)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint John's University (MN)
Saint Mary's College (MI)
Saint Mary's College (WA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Saint Peters's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Simpson College (IA)
Smith College (MA)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Sweet Briar College (VA)
Syracuse University (NY)
Tabor College (KS)
Texas Christian University (TX)
Texas Wesleyan University (TX)
The Sage College (NY)
Thomas More College (KY)
Transylvania University (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (OH)
Union Theological Seminary in Virginia (VA)
Union University (TN)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Detroit Mercy (MI)
University of Dubuque (IA)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of San Diego (CA)
University of San Francisco (CA)
University of Sioux Falls (SD)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Utica College of Syracuse University (NY)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webster University (MO)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College (WV)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
Wilmington College (DE)
Wilmington College (OH)
Wingate College (NC)

Wisconsin Lutheran College (WI)
Wittenburg University (OH)
Woodbury University (CA)
Xavier University (OH)
York College of Pennsylvania (PA)

SALARY-TREND STUDY OF FACULTY IN SOCIAL SCIENCES, GENERAL FOR THE YEARS 1993-94 AND 1996-97

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1996-97: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Social Sciences, General. The CIP defines the discipline/major field of Social Sciences, General as,

> An instructional program that generally describes the study of human social behavior and social institutions using any of the methodologies common to the social sciences and/or history, or an undifferentiated program of study in the Social Sciences.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 143--45.0101).]

This article summarizes the overall average salary increases in the discipline/major field of Social Sciences, General for both public and private institutions from the "baseline year" of 1993-94 to and including the "trend year" of 1996-97. Of the 307 institutions which participated in CUPA's PUBLIC study of 1993-94, 248 also participated in 1996-97. Data from those same 248 institutions were used in both the baseline year and the trend year. Of the 490 institutions which participated in CUPA's PRIVATE study of 1993-94, 327 also participated in 1996-97. Data from those same 327 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Social Sciences, General

for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1993-94 and 1996-97).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 27.6 for associate professors of Social Sciences, General in the 1993-94 public study means that 27.6 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the

ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1993-94, PUBLIC 1996-97, PRIVATE 1993-94 and PRIVATE 1996-97. For example, a SALARY FACTOR of 1.02 for associate professors in the discipline/major field of Social Sciences, General in the 1993-94 public study means that their average salary is two percent higher than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1993-94 or 1996-97). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Social Sciences, General with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1993-94 and the "trend year" of 1996-97 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC, 1993-94:							DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: Social Sciences, General											
AVERAGE SALARY:	56489	355	55	45939	241	47	35457	243	54	31839	18	11	26382	34	20	46550	873	68
FAC MIX PCT:	40.7%			27.6%			27.8%			2.1%			3.9%			100.0%		
SALARY FACTOR:	0.99			1.02			0.95			0.89			0.95			1.02		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	56883	25472		45101	21772		37168	21820		35603	3055		27885	5059		45639	74123	248
FAC MIX PCT:	34.4%			29.4%			29.4%			4.1%			6.8%			100.0%		
PUBLIC, 1996-97:							DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: Social Sciences, General											
AVERAGE SALARY:	59285	263	48	47300	206	48	36705	207	48	35462	30	21	28981	31	18	47853	707	58
FAC MIX PCT:	37.2%			29.1%			29.3%			4.2%			4.4%			100.0%		
SALARY FACTOR:	0.96			0.97			0.92			0.93			0.96			0.97		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	61544	25352		48681	22668		39882	21093		38020	3394		30234	4866		49367	73979	248
FAC MIX PCT:	34.3%			30.6%			28.5%			4.6%			6.6%			100.0%		
PRIVATE, 1993-94:							DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: Social Sciences, General											
AVERAGE SALARY:	58356	139	37	41323	127	34	34577	105	34	34971	19	9	28273	5	4	45562	376	53
FAC MIX PCT:	37.0%			33.8%			27.9%			5.1%			1.3%			100.0%		
SALARY FACTOR:	1.01			0.95			0.95			1.03			0.98			1.01		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	57885	11849		43655	10661		36230	11025		33925	1491		28720	1903		45301	35438	327
FAC MIX PCT:	33.4%			30.1%			31.1%			4.2%			5.4%			100.0%		
PRIVATE, 1996-97:							DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: Social Sciences, General											
AVERAGE SALARY:	55425	108	38	44118	83	32	36824	92	36	34735	13	9	35016	5	5	45870	288	52
FAC MIX PCT:	37.5%			28.8%			31.9%			4.5%			1.7%			100.0%		
SALARY FACTOR:	0.87			0.93			0.94			0.95			1.10			0.92		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	63553	12422		47422	11242		39143	10902		36709	1695		31814	1648		49753	36214	327
FAC MIX PCT:	34.3%			31.0%			30.1%			4.7%			4.6%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1993-94 AND 1996-97

In the PUBLIC 1993-94 study in the above table, the discipline/major field of Social Sciences, General was reported in 68 of the 248 public institutions. The average salary of the 873 faculty was $46,550. This average salary was approximately 2.0 percent higher than the average salary of $45,639 for all 74,123 faculty in ALL MAJOR FIELDS in the same 1993-94 public study.

For the PUBLIC 1996-97 salary study in the above table, Social Sciences, General was reported in 58 of the same 248 public institutions. The average salary of the 707 faculty was $47,853. This average salary was approximately 3.2 percent lower than the average salary of $49,367 for all 73,979 faculty in ALL MAJOR FIELDS in the 1996-97 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Social Sciences, General in the public institutions studied was 2.8 percent ($47,853 minus $46,550 equals $1,303). The CPI of increase cost-of-living between October 1993 and October 1996 was 8.6 percent. In comparison, with the CPI, there was a relative increase in Social Sciences, General average faculty salaries over the three-year period by 5.8 percent or an average of 1.9 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 8.2 percent ($49,367 minus $45,639 equals $3,728). In comparison to the discipline/major field of Social Sciences, General (2.8%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 5.4 percent more than the faculty in the discipline/major field of Social Sciences, General.

In the 1993-94 and 1996-97 studies the faculty mix percentage in Social Sciences, General is higher at the professor rank than at the assistant professor rank: 40.7 percent vs. 27.8 percent (1993-94); and 37.2 percent vs 29.3 percent (1996-97). The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are

34.4 percent vs 29.4 percent (1993-94) and 34.3 percent vs 28.5 percent (1996-97).

Finally, the hiring rate of new assistant professors in Social Sciences, General in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1993-94, 2.1 percent (18/873) vs 4.1 percent (3,055/74,123) and higher in 1996-97, 4.2 percent (30/707) vs. 4.6 percent (3,394/73,979).

RESULTS OF THE TWO PRIVATE STUDIES: 1993-94 AND 1996-97

The PRIVATE 1993-94 salary study in the above table indicates that the discipline/major field of Social Sciences, General was reported in 53 of the 327 private institutions. The average salary of the 376 faculty was $45,562, an average salary .6 percent higher than the average salary of $45,301 for all 35,438 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

In the PRIVATE 1996-97 salary study in the above table, 52 of the same 327 private institutions reported Social Sciences, General. The average salary of the 288 faculty was $45,870, an average salary 8.5 percent lower than the average salary of $49,753 for all 36,214 faculty in ALL MAJOR FIELDS in the 1996-97 private study.

The three-year increase in average salaries for all faculty in Social Sciences, General in the private institutions studied was .7 percent ($45,870 minus $45,562 equals $308). The CPI increased cost-of-living between October 1993 and October 1996 was 8.6 percent. A more realistic increase, therefore, in the average faculty salaries of Social Sciences, General over the three-year time period, is 7.9 percent or 2.6 percent each year below the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.8 percent ($49,753 minus $45,301 equals $4,452). In comparison to Social Sciences, General (.7%), the faculty in ALL MAJOR FIELDS increased their salaries 9.1 percent (9.8% minus .7% equals 9.1%) more than faculty in Social Sciences, General.

For both studies in the discipline/major field of Social Sciences, General, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank : 37.0 percent vs. 27.9 percent (1993-94); and 37.5 percent vs 31.9 percent (1996-97). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.4 percent vs. 31.1 percent (1993-94) and 34.3 percent vs. 30.1 percent (1996-97).

Finally, the hiring rate for new assistant professors in Social Sciences, General was higher than the hiring rate in ALL MAJOR FIELDS in the 1993-94 private study: 5.1 percent (19/376) vs. 4.2 percent (1,491/35,438) and lower in the 1996-97 private study: 4.5 percent (13/288) vs. 4.7 percent (1,695/36,214).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Social Sciences, General and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1993-94 through the "trend year" of 1996-97. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 2,244 (1.0%) faculty in the discipline/major field of Social Sciences, General participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 219,754 participating faculty. The same 248 public institutions and the same 327 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Social Sciences, General in 1993-94 were two percent and one percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS

(1.00). In both the public and private studies the average faculty salary factors for all ranks in Social Sciences, General in 1996-97 were three percent below and eight percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1996 CPI reflects an 8.6 percent increase over the October 1993 CPI and indicates that the faculty in Social Sciences, General in the public institutions received an average annual salary increase of 1.9 percent below the cost-of-living. In the private institutions the annual average salary increase was 2.6 percent below the cost-of-living.

Third, in both the 1993-94 and 1996-97 public and private studies in Social Sciences, General, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Social Sciences, General is firmly established and ongoing in the academy.

Finally, the hiring rate of new assistant professors in Social Sciences, General in the 1993-94 and 1996-97 public studies and the 1996-97 private study was lower than the hiring rate of ALL MAJOR FIELDS. However, in the hiring rate for new assistant professors in the 1993-94 private study was higher than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Social Sciences, General has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
ARCHITECTURE AND RELATED PROGRAMS
AREA, ETHNIC, AND CULTURAL STUDIES
ART, GENERAL
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SERVICES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL
EDUCATION/INSTRUCTIONAL MEDIA/TECHNICIAN
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MARKETING MANAGEMENT AND RESEARCH
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R. N. TRAINING)
OCCUPATIONAL THERAPY
PARKS, RECREATION, LEISURE, & FITNESS STUDIES
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICAL THERAPY
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
PUBLIC HEALTH, GENERAL
READING TEACHER EDUCATION
SOCIAL SCIENCES, GENERAL
SOCIAL WORK
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Alabama Agriculture and Mechanical University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong Atlantic State University (GA)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Coastal Carolina University (SC)
College of William and Mary (VA)
Columbus State University (GA)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University Main Campus (MN)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Ferris State University (MI)
Fitchburg State College (MD)
Florida International University (FL)
Fort Hayes State University (KS)
Francis Marion University (SC)
Georgia College & State University (GA)
Georgia Institute of Technology (GA)
Georgia Southern University (GA)
Georgia Southwestern State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University at South Bend (IN)
Indiana University Northwest (IN)
Indiana University of Pennsylvania (PA)
Indiana University-Purdue University at Fort Wayne (IN)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander University (SC)
Langston University (OK)
Lincoln University (MO)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Miami University-Oxford (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MD)
Missouri Western State College (MO)
Montana State University Billings (MT)
Montana Tech of the University of Montana (MT)
Monclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Murray State University (KY)
New Mexico Highland University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern Illinois University (IL)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rowan University (NJ)
Rutgers, The State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
San Jose State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
South Dakota State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Albany (NY)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
Sul Ross State University (TX)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M University at Commerce (TX)
Texas A & M University at Corpus Christi (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
The College of New Jersey (NJ)
The Richard Stockton College of New Jersey (NJ)
The University of Akron (OH)
The University of Memphis (TN)
Towson State University (MD)
Troy State University (AL)
Truman State University (MO)
United States Naval Academy (MD)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of California Santa Cruz (CA)
University of Central Arkansas (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore (MD)
University of Maryland Baltimore County (MD)
University of Massachusetts Amherst (MA)
University of Massachusetts at Boston (MA)
University of Michigan-Dearborn (MI)
University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Florida (FL)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico Humacao University College (PR)

University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of South Dakota (SD)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Main (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of West Alabama (AL)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Liberty State College (WV)
West Virginia University Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon University (OR)
Western Washington University (WA)
Wichita State University (KS)
William Patterson College of New Jersey (NJ)
Worcester State College (MA)
Wright State University Main Campus (OH)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (GA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barber-Scotia College (NC)
Barnard College (NY)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (WV)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Biola University (CA)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau College (GA)
Briar Cliff College (IA)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Cardinal Stritch College (WI)
Case Western Reserve University (OH)
Catawba College (NC)
Catholic University of America (DC)
Cazenovia College (NY)
Cedar Crest College (PA)
Cedarville College (OH)
Central University (IA)
Chapman University (CA)
Christian Brothers University (TN)
Clarkson College (NE)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (MN)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (Moorhead) (MN)
Concordia College (NE)
Concordia College (NY)
Concordia University Wisconsin (WI)
Cooper Union for the Advancement of Science and Art, The (NY)
Culver-Stockton College (MO)
D'Youville College (NY)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College, The (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drexel University (PA)
Drury College (MO)
East Texas Baptist University (TX)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)

Edgewood College (WI)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College of Indiana (IN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb College (NC)
Georgetown College (KY)
Goldey Beacom College (DE)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Gustavus Adolphus College (MN)
Gwynedd-Mercy College (PA)
Hampton University (VA)
Hastings College (NE)
Hendrix College (AR)
Hilbert College (NY)
Hiram College (OH)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Houston Baptist University (TX)
Husson College (ME)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
LeTourneau College (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Livingstone College (NC)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount Manhattan College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Mount St. Clare College (IA)
Mount St. Mary's College (CA)
Mount Union College (OH)
Mulhenberg College (PA)
Neumann College (PA)
Newberry College (SC)
North Central College (IL)
North Park College and Theological Seminary (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College of the Assemblies of God (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Oberlin College (OH)
Oglethorpe University (GA)
Oklahoma Baptist University (OK)
Olivet Nazarene College (IL)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Christian College (CA)
Palm Beach Atlantic College (FL)
Pfeiffer College (NC)
Piedmont College (GA)
Pikeville College (KY)

Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Human Institute of Technology (IN)
Rosemont College (PA)
Sacred Heart Major Seminary (MI)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint John's University (MN)
Saint Mary's College (MI)
Saint Mary's College (WA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Saint Peters's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Simpson College (IA)
Smith College (MA)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Sweet Briar College (VA)
Syracuse University (NY)
Tabor College (KS)
Texas Christian University (TX)
Texas Wesleyan University (TX)
The Sage College (NY)
Thomas More College (KY)
Transylvania University (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (OH)
Union Theological Seminary in Virginia (VA)
Union University (TN)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Detroit Mercy (MI)
University of Dubuque (IA)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of San Diego (CA)
University of San Francisco (CA)
University of Sioux Falls (SD)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Utica College of Syracuse University (NY)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webster University (MO)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College (WV)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
Wilmington College (DE)
Wilmington College (OH)
Wingate College (NC)

Wisconsin Lutheran College (WI)
Wittenburg University (OH)
Woodbury University (CA)
Xavier University (OH)
York College of Pennsylvania (PA)

SALARY-TREND STUDY OF FACULTY IN SOCIAL WORK FOR THE YEARS 1993-94 AND 1996-97

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1996-97: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Social Work. The CIP defines the discipline/major field of Social Work as,

> An instructional program that prepares individuals for the professional practice of social welfare administration and counseling, and that describes the study of organized means of providing basic support services for vulnerable individuals and groups. Includes instruction in social welfare policy; case work planning; social counseling and intervention strategies; administrative procedures and regulations; and specific applications in areas such as child welfare and family services, probation, employment services, and disability counseling.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 142--44.0701).]

This article summarizes the overall average salary increases in the discipline/major field of Social Work for both public and private institutions from the "baseline year" of 1993-94 to and including the "trend year" of 1996-97. Of the 307 institutions which participated in CUPA's PUBLIC study of 1993-94, 248 also participated in 1996-97. Data from those same 248 institutions were used in both the baseline year and the trend year. Of the 490 institutions which participated in

CUPA's PRIVATE study of 1993-94, 327 also participated in 1996-97. Data from those same 327 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Social Work for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1993-94 and 1996-97).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 32.1 for associate professors of Social Work in the 1993-94 public study means that 32.1 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1993-94, PUBLIC 1996-97, PRIVATE 1993-94 and PRIVATE 1996-97. For example, a SALARY FACTOR of 1.03 for associate professors in the discipline/major field of Social Work in the 1993-94 public study means that their average salary is three percent higher than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1993-94 or 1996-97). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Social Work with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1993-94 and the "trend year" of 1996-97 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: PUBLIC ADMINISTRATION AND SERVICES MAJOR FIELD: Social Work																		
PUBLIC, 1993-94:																		
AVERAGE SALARY:	58568	179	66	46611	240	85	36293	276	95	33311	40	26	32338	53	35	44654	748	111
FAC MIX PCT:	23.9%			32.1%			36.9%			5.3%			7.1%			100.0%		
SALARY FACTOR:	1.03			1.03			0.98			0.94			1.16			0.98		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	56883	25472		45101	21772		37168	21820		35603	3055		27885	5059		45639	74123	248
FAC MIX PCT:	34.4%			29.4%			29.4%			4.1%			6.8%			100.0%		
DISCIPLINE: PUBLIC ADMINISTRATION AND SERVICES MAJOR FIELD: Social Work																		
PUBLIC, 1996-97:																		
AVERAGE SALARY:	59906	190	71	47733	267	93	38931	328	114	38104	65	45	34604	85	40	45790	870	125
FAC MIX PCT:	21.8%			30.7%			37.7%			7.5%			9.8%			100.0%		
SALARY FACTOR:	0.97			0.98			0.98			1.00			1.14			0.93		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	61544	25352		48681	22668		39882	21093		38020	3394		30234	4866		49367	73979	248
FAC MIX PCT:	34.3%			30.6%			28.5%			4.6%			6.6%			100.0%		
DISCIPLINE: PUBLIC ADMINISTRATION AND SERVICES MAJOR FIELD: Social Work																		
PRIVATE, 1993-94:																		
AVERAGE SALARY:	52855	64	28	42104	107	56	33657	146	67	33884	16	14	32229	24	12	39810	341	91
FAC MIX PCT:	18.8%			31.4%			42.8%			4.7%			7.0%			100.0%		
SALARY FACTOR:	0.91			0.96			0.93			1.00			1.12			0.88		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57885	11849		43655	10661		36230	11025		33925	1491		28720	1903		45301	35438	327
FAC MIX PCT:	33.4%			30.1%			31.1%			4.2%			5.4%			100.0%		
DISCIPLINE: PUBLIC ADMINISTRATION AND SERVICES MAJOR FIELD: Social Work																		
PRIVATE, 1996-97:																		
AVERAGE SALARY:	59135	73	38	45105	124	58	36795	150	66	36370	17	15	33764	26	13	43719	373	88
FAC MIX PCT:	19.6%			33.2%			40.2%			4.6%			7.0%			100.0%		
SALARY FACTOR:	0.93			0.95			0.94			0.99			1.06			0.88		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	63553	12422		47422	11242		39143	10902		36709	1695		31814	1648		49753	36214	327
FAC MIX PCT:	34.3%			31.0%			30.1%			4.7%			4.6%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1993-94 AND 1996-97

In the PUBLIC 1993-94 study in the above table, the discipline/major field of Social Work was reported in 111 of the 248 public institutions. The average salary of the 748 faculty was $44,654. This average salary was approximately 2.2 percent lower than the average salary of $45,639 for all 74,123 faculty in ALL MAJOR FIELDS in the same 1993-94 public study.

For the PUBLIC 1996-97 salary study in the above table, Social Work was reported in 125 of the same 248 public institutions. The average salary of the 870 faculty was $45,790. This average salary was approximately 7.8 percent lower than the average salary of $49,367 for all 73,979 faculty in ALL MAJOR FIELDS in the 1996-97 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Social Work in the public institutions studied was 2.5 percent ($45,790 minus $44,654 equals $1,136). The CPI of increase cost-of-living between October 1993 and October 1996 was 8.6 percent. In comparison, with the CPI, there was a relative increase in Social Work average faculty salaries over the three-year period by 6.1 percent or an average of 2.0 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 8.2 percent ($49,367 minus $45,639 equals $3,728). In comparison to the discipline/major field of Social Work (2.5%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 5.7 percent more than the faculty in the discipline/major field of Social Work.

In the 1993-94 study the faculty mix percentage in Social Work is lower at the professor rank than at the assistant professor rank: 23.9 percent vs. 36.9 percent; and lower in the 1996-97 study; 21.8 percent vs 37.7 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.4 percent

vs 29.4 percent (1993-94) and 34.3 percent vs 28.5 percent (1996-97).

Finally, the hiring rate of new assistant professors in Social Work in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1993-94, 5.3 percent (40/748) vs 4.1 percent (3,055/74,123) and higher in 1996-97, 7.5 percent (65/870) vs. 4.6 percent (3,394/73,979).

RESULTS OF THE TWO PRIVATE STUDIES: 1993-94 AND 1996-97

The PRIVATE 1993-94 salary study in the above table indicates that the discipline/major field of Social Work was reported in 91 of the 327 private institutions. The average salary of the 341 faculty was $39,810, an average salary 13.8 percent lower than the average salary of $45,301 for all 35,438 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

In the PRIVATE 1996-97 salary study in the above table, 88 of the same 327 private institutions reported Social Work . The average salary of the 373 faculty was $43,719, an average salary 13.8 percent lower than the average salary of $49,753 for all 36,214 faculty in ALL MAJOR FIELDS in the 1996-97 private study.

The three-year increase in average salaries for all faculty in Social Work in the private institutions studied was 9.8 percent ($43,719 minus $39,810 equals $3,909). The CPI increased cost-of-living between October 1993 and October 1996 was 8.6 percent. A more realistic increase, therefore, in the average faculty salaries of Social Work over the three-year time period, is 1.2 percent or .4 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.8 percent ($49,753 minus $45,301 equals $4,452). In comparison to Social Work (9.8%), the faculty in ALL MAJOR FIELDS increased their salaries virtually the same as faculty in Social Work.

For both studies in the discipline/major field of Social Work, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank : 18.8 percent vs. 42.8 percent (1993-94); and 19.6 percent vs 40.2 percent (1996-97). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.4 percent vs. 31.1 percent (1993-94) and 34.3 percent vs. 30.1 percent (1996-97).

Finally, the hiring rate for new assistant professors in Social Work was higher than the hiring rate in ALL MAJOR FIELDS in the 1993-94 private study: 4.7 percent (16/341) vs. 4.2 percent (1,491/35,438) and higher in the 1996-97 private study: 4.6 percent (17/373) vs. 4.7 percent (1,695/36,214).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Social Work and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1993-94 through the "trend year" of 1996-97. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 2,332 (1.1%) faculty in the discipline/major field of Social Work participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 219,754 participating faculty. The same 248 public institutions and the same 327 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Social Work in 1993-94 were two percent and 12 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00). In both the public and private studies the average faculty salary factors for all ranks in Social Work in 1996-97 were seven percent below and 12 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1996 CPI reflects an 8.6 percent increase over the October 1993 CPI and indicates that the faculty in Social Work in the public institutions received an average annual salary increase of 2.0 percent below the cost-of-living. In the private institutions the annual average salary increase was .4 percent above the cost-of-living.

Third, in both the 1993-94 and 1996-97 public and private studies in Social Work, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Social Work is still emerging in the academy.

Finally, the hiring rate of new assistant professors in Social Work in the 1993-94 and 1996-97 public studies and in the 1993-94 private study was higher than the hiring rate of ALL MAJOR FIELDS. However, in the 1996-97 private study the hiring rate of new assistant professors was lower than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Social Work has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 9
- B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 10
- C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
ARCHITECTURE AND RELATED PROGRAMS
AREA, ETHNIC, AND CULTURAL STUDIES
ART, GENERAL
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SERVICES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL
EDUCATION/INSTRUCTIONAL MEDIA/TECHNICIAN
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY

HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MARKETING MANAGEMENT AND RESEARCH
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R. N. TRAINING)
OCCUPATIONAL THERAPY
PARKS, RECREATION, LEISURE, & FITNESS STUDIES
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICAL THERAPY
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
PUBLIC HEALTH, GENERAL
READING TEACHER EDUCATION
SOCIAL SCIENCES, GENERAL
SOCIAL WORK
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Alabama Agriculture and Mechanical University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong Atlantic State University (GA)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Coastal Carolina University (SC)
College of William and Mary (VA)
Columbus State University (GA)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University Main Campus (MN)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Ferris State University (MI)
Fitchburg State College (MD)
Florida International University (FL)
Fort Hayes State University (KS)
Francis Marion University (SC)
Georgia College & State University (GA)
Georgia Institute of Technology (GA)
Georgia Southern University (GA)
Georgia Southwestern State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University at South Bend (IN)
Indiana University Northwest (IN)
Indiana University of Pennsylvania (PA)
Indiana University-Purdue University at Fort Wayne (IN)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander University (SC)
Langston University (OK)
Lincoln University (MO)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Miami University-Oxford (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MD)
Missouri Western State College (MO)
Montana State University Billings (MT)
Montana Tech of the University of Montana (MT)
Monclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)

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Murray State University (KY)
New Mexico Highland University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern Illinois University (IL)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rowan University (NJ)
Rutgers, The State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
San Jose State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
South Dakota State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Albany (NY)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
Sul Ross State University (TX)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M University at Commerce (TX)
Texas A & M University at Corpus Christi (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
The College of New Jersey (NJ)
The Richard Stockton College of New Jersey (NJ)
The University of Akron (OH)
The University of Memphis (TN)
Towson State University (MD)
Troy State University (AL)
Truman State University (MO)
United States Naval Academy (MD)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of California Santa Cruz (CA)
University of Central Arkansas (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore (MD)
University of Maryland Baltimore County (MD)
University of Massachusetts Amherst (MA)
University of Massachusetts at Boston (MA)
University of Michigan-Dearborn (MI)
University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Florida (FL)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico Humacao University College (PR)

University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of South Dakota (SD)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Main (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of West Alabama (AL)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Liberty State College (WV)
West Virginia University Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon University (OR)
Western Washington University (WA)
Wichita State University (KS)
William Patterson College of New Jersey (NJ)
Worcester State College (MA)
Wright State University Main Campus (OH)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (GA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barber-Scotia College (NC)
Barnard College (NY)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (WV)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Biola University (CA)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau College (GA)
Briar Cliff College (IA)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Cardinal Stritch College (WI)
Case Western Reserve University (OH)
Catawba College (NC)
Catholic University of America (DC)
Cazenovia College (NY)
Cedar Crest College (PA)
Cedarville College (OH)
Central University (IA)
Chapman University (CA)
Christian Brothers University (TN)
Clarkson College (NE)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (MN)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (Moorhead) (MN)
Concordia College (NE)
Concordia College (NY)
Concordia University Wisconsin (WI)
Cooper Union for the Advancement of Science and Art, The (NY)
Culver-Stockton College (MO)
D'Youville College (NY)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College, The (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drexel University (PA)
Drury College (MO)
East Texas Baptist University (TX)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)

Edgewood College (WI)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College of Indiana (IN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb College (NC)
Georgetown College (KY)
Goldey Beacom College (DE)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Gustavus Adolphus College (MN)
Gwynedd-Mercy College (PA)
Hampton University (VA)
Hastings College (NE)
Hendrix College (AR)
Hilbert College (NY)
Hiram College (OH)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Houston Baptist University (TX)
Husson College (ME)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
LeTourneau College (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Livingstone College (NC)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount Manhattan College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Mount St. Clare College (IA)
Mount St. Mary's College (CA)
Mount Union College (OH)
Mulhenberg College (PA)
Neumann College (PA)
Newberry College (SC)
North Central College (IL)
North Park College and Theological Seminary (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College of the Assemblies of God (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Oberlin College (OH)
Oglethorpe University (GA)
Oklahoma Baptist University (OK)
Olivet Nazarene College (IL)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Christian College (CA)
Palm Beach Atlantic College (FL)
Pfeiffer College (NC)
Piedmont College (GA)
Pikeville College (KY)

Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Human Institute of Technology (IN)
Rosemont College (PA)
Sacred Heart Major Seminary (MI)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint John's University (MN)
Saint Mary's College (MI)
Saint Mary's College (WA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Saint Peters's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Simpson College (IA)
Smith College (MA)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Sweet Briar College (VA)
Syracuse University (NY)
Tabor College (KS)
Texas Christian University (TX)
Texas Wesleyan University (TX)
The Sage College (NY)
Thomas More College (KY)
Transylvania University (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (OH)
Union Theological Seminary in Virginia (VA)
Union University (TN)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Detroit Mercy (MI)
University of Dubuque (IA)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of San Diego (CA)
University of San Francisco (CA)
University of Sioux Falls (SD)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Utica College of Syracuse University (NY)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webster University (MO)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College (WV)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
Wilmington College (DE)
Wilmington College (OH)
Wingate College (NC)

Wisconsin Lutheran College (WI)
Wittenburg University (OH)
Woodbury University (CA)
Xavier University (OH)
York College of Pennsylvania (PA)

SALARY-TREND STUDY OF FACULTY IN SOCIOLOGY FOR THE YEARS 1993-94 AND 1996-97

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1996-97: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Sociology. The CIP defines the discipline/major field of Sociology as,

> An instructional program that describes the systematic study of human social institutions and social relationships. Includes instruction in social theory, sociological research methods, social organization and structure social stratification and hierarchies, dynamics of social change, family structures, social deviance and control, and applications to the study of specific social groups, social institutions, and social problems.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 148--45.1101).]

This article summarizes the overall average salary increases in the discipline/major field of Sociology for both public and private institutions from the "baseline year" of 1993-94 to and including the "trend year" of 1996-97. Of the 307 institutions which participated in CUPA's PUBLIC study of 1993-94, 248 also participated in 1996-97. Data from those same 248 institutions were used in both the baseline year and the trend year. Of the 490 institutions which participated in CUPA's PRIVATE study of 1993-94, 327 also participated in 1996-97. Data from those same 327

institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Sociology for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1993-94 and 1996-97).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 30.8 for associate professors of Sociology in the 1993-94 public study means that 30.8 percent of the faculty in that

discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1993-94, PUBLIC 1996-97, PRIVATE 1993-94 and PRIVATE 1996-97. For example, a SALARY FACTOR of 0.94 for associate professors in the discipline/major field of Sociology in the 1993-94 public study means that their average salary is six percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1993-94 or 1996-97). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Sociology with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1993-94 and the "trend year" of 1996-97 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC, 1993-94:							DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: Sociology											
AVERAGE SALARY:	53236	634	169	42583	491	160	34188	413	161	32293	79	63	28571	56	42	44153	1594	198
FAC MIX PCT:	39.8%			30.8%			25.9%			5.0%			3.5%			100.0%		
SALARY FACTOR:	0.94			0.94			0.92			0.91			1.02			0.97		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	56883	25472		45101	21772		37168	21820		35603	3055		27885	5059		45639	74123	248
FAC MIX PCT:	34.4%			29.4%			29.4%			4.1%			6.8%			100.0%		
PUBLIC, 1996-97:							DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: Sociology											
AVERAGE SALARY:	58102	639	171	46526	473	158	37082	442	166	35633	91	64	29683	54	40	47965	1608	198
FAC MIX PCT:	39.7%			29.4%			27.5%			5.7%			3.4%			100.0%		
SALARY FACTOR:	0.94			0.96			0.93			0.94			0.98			0.97		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	61544	25352		48681	22668		39882	21093		38020	3394		30234	4866		49367	73979	248
FAC MIX PCT:	34.3%			30.6%			28.5%			4.6%			6.6%			100.0%		
PRIVATE, 1993-94:							DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: Sociology											
AVERAGE SALARY:	53107	287	140	42102	263	148	34103	212	127	32021	44	39	27158	17	16	43653	779	230
FAC MIX PCT:	36.8%			33.8%			27.2%			5.6%			2.2%			100.0%		
SALARY FACTOR:	0.92			0.96			0.94			0.94			0.95			0.96		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	57885	11849		43655	10661		36230	11025		33925	1491		28720	1903		45301	35438	327
FAC MIX PCT:	33.4%			30.1%			31.1%			4.2%			5.4%			100.0%		
PRIVATE, 1996-97:							DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: Sociology											
AVERAGE SALARY:	58325	299	153	45385	240	137	36680	201	122	34936	37	33	30685	16	16	47877	756	232
FAC MIX PCT:	39.6%			31.7%			26.6%			4.9%			2.1%			100.0%		
SALARY FACTOR:	0.92			0.96			0.94			0.95			0.96			0.96		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	63553	12422		47422	11242		39143	10902		36709	1695		31814	1648		49753	36214	327
FAC MIX PCT:	34.3%			31.0%			30.1%			4.7%			4.6%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1993-94 AND 1996-97

In the PUBLIC 1993-94 study in the above table, the discipline/major field of Sociology was reported in 198 of the 248 public institutions. The average salary of the 1,594 faculty was $44,153. This average salary was approximately 3.4 percent lower than the average salary of $45,639 for all 74,123 faculty in ALL MAJOR FIELDS in the same 1993-94 public study.

For the PUBLIC 1996-97 salary study in the above table, Sociology was reported in 198 of the same 248 public institutions. The average salary of the 1,608 faculty was $47,965. This average salary was approximately 2.9 percent lower than the average salary of $49,367 for all 73,979 faculty in ALL MAJOR FIELDS in the 1996-97 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Sociology in the public institutions studied was 8.6 percent ($47,965 minus $44,153 equals $3,812). The CPI of increase cost-of-living between October 1993 and October 1996 was 8.6 percent. In comparison, with the CPI, there was a relative increase in Sociology average faculty salaries exactly equal to the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 8.2 percent ($49,367 minus $45,639 equals $3,728). In comparison to the discipline/major field of Sociology (8.6%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .4 percent less than the faculty in the discipline/major field of Sociology.

In the 1993-94 study the faculty mix percentage in Sociology is higher at the professor rank than at the assistant professor rank: 39.8 percent vs. 25.9 percent; in the 1996-97 study it is 39.7 percent vs. 27.5 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.4 percent vs 29.4 percent (1993-94) and 34.3 percent vs 28.5 percent (1996-97).

Finally, the hiring rate of new assistant professors in Sociology in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1993-94, 5.0 percent (79/1,594) vs 4.1 percent (3,055/74,123) and higher in 1996-97, 5.7 percent (91/1,608) vs. 4.6 percent (3,394/73,979).

RESULTS OF THE TWO PRIVATE STUDIES: 1993-94 AND 1996-97

The PRIVATE 1993-94 salary study in the above table indicates that the discipline/major field of Sociology was reported in 230 of the 327 private institutions. The average salary of the 779 faculty was $43,653, an average salary 3.8 percent lower than the average salary of $45,301 for all 35,438 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

In the PRIVATE 1996-97 salary study in the above table, 232 of the same 327 private institutions reported Sociology. The average salary of the 756 faculty was $47,877, an average salary 2.4 percent lower than the average salary of $49,753 for all 36,214 faculty in ALL MAJOR FIELDS in the 1996-97 private study.

The three-year increase in average salaries for all faculty in Sociology in the private institutions studied was 9.7 percent ($47,877 minus $43,653 equals $4,224). The CPI increased cost-of-living between October 1993 and October 1996 was 8.6 percent. A more realistic increase, therefore, in the average faculty salaries of Sociology over the three-year time period, is 1.1 percent or .4 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.8 percent ($49,753 minus $45,301 equals $4,452). In comparison to Sociology (9.7%), the faculty in ALL MAJOR FIELDS increased their salaries .1 percent (9.8% minus 9.7% equals .1%) more than faculty in Sociology.

For both studies in the discipline/major field of Sociology, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 36.8 percent vs. 27.2

percent (1993-94); and 39.6 percent vs 26.6 percent, (1996-97). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.4 percent vs. 31.1 percent (1993-94) and 34.3 percent vs. 30.1 percent (1996-97).

Finally, the hiring rate for new assistant professors in Sociology was higher than the hiring rate in ALL MAJOR FIELDS in the 1993-94 private study: 5.6 percent (44/779) vs. 4.2 percent (1,491/35,438) and higher in the 1996-97 private study: 4.9 percent (37/756) vs. 4.7 percent (1,695/36,214).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Sociology and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1993-94 through the "trend year" of 1996-97. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 4,737 (2.2%) faculty in the discipline/major field of Sociology participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 219,754 participating faculty. The same 248 public institutions and the same 327 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Sociology 1993-94 were three percent and four percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Sociology in 1996-97 were three percent and four percent below the average salary factors for all ranks in ALL

MAJOR FIELDS (1.00), respectively.

Second, the October 1996 CPI reflects an 8.6 percent increase over the October 1993 CPI and indicates that the faculty in Sociology in the public institutions received an average annual salary increase equal to the cost-of-living. In the private institutions the annual average salary increase was .4 percent above the cost-of-living.

Third, in both the 1993-94 and 1996-97 public and private studies in Sociology, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in the public and private studies the discipline/major field of Sociology is firmly established and on going in the academy.

Finally, the hiring rate of new assistant professors in Sociology in the 1993-94 and the 1996-97 public studies was higher than the hiring rate of ALL MAJOR FIELDS. In the 1993-94 and the 1996-97 private studies the hiring rate for new assistant professors was also higher than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Sociology has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL

ANTHROPOLOGY

ARCHITECTURE AND RELATED PROGRAMS

AREA, ETHNIC, AND CULTURAL STUDIES

ART, GENERAL

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL

BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES

BUSINESS MANAGERIAL ECONOMICS

CHEMISTRY, GENERAL

COMMUNICATIONS

COMPUTER AND INFORMATION SERVICES

COUNSELOR EDUCATION STUDENT COUNSELING AND GUIDANCE

CURRICULUM AND INSTRUCTION

DRAMA/THEATER ARTS, GENERAL

ECONOMICS, GENERAL

EDUCATION

EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL

EDUCATION/INSTRUCTIONAL MEDIA/TECHNICIAN

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGE AND LITERATURE/LETTERS

ENTERPRISE MANAGEMENT AND OPERATION, GENERAL

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY, GENERAL

HOME ECONOMICS

LIBRARY SCIENCE

MARKETING MANAGEMENT AND RESEARCH

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

MUSIC, GENERAL

NURSING (R. N. TRAINING)

OCCUPATIONAL THERAPY

PARKS, RECREATION, LEISURE, & FITNESS STUDIES

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICAL THERAPY

PHYSICS, GENERAL

POLITICAL SCIENCE, GENERAL

PROTECTIVE SERVICES

PSYCHOLOGY

PUBLIC HEALTH, GENERAL

READING TEACHER EDUCATION

SOCIAL SCIENCES, GENERAL

SOCIAL WORK

SOCIOLOGY

SPECIAL EDUCATION, GENERAL

SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Alabama Agriculture and Mechanical University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong Atlantic State University (GA)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Coastal Carolina University (SC)
College of William and Mary (VA)
Columbus State University (GA)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University Main Campus (MN)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Ferris State University (MI)
Fitchburg State College (MD)
Florida International University (FL)
Fort Hayes State University (KS)
Francis Marion University (SC)
Georgia College & State University (GA)
Georgia Institute of Technology (GA)
Georgia Southern University (GA)
Georgia Southwestern State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University at South Bend (IN)
Indiana University Northwest (IN)
Indiana University of Pennsylvania (PA)
Indiana University-Purdue University at Fort Wayne (IN)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander University (SC)
Langston University (OK)
Lincoln University (MO)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Miami University-Oxford (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MD)
Missouri Western State College (MO)
Montana State University Billings (MT)
Montana Tech of the University of Montana (MT)
Monclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Murray State University (KY)
New Mexico Highland University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern Illinois University (IL)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rowan University (NJ)
Rutgers, The State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
San Jose State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
South Dakota State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Albany (NY)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
Sul Ross State University (TX)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M University at Commerce (TX)
Texas A & M University at Corpus Christi (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
The College of New Jersey (NJ)
The Richard Stockton College of New Jersey (NJ)
The University of Akron (OH)
The University of Memphis (TN)
Towson State University (MD)
Troy State University (AL)
Truman State University (MO)
United States Naval Academy (MD)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of California Santa Cruz (CA)
University of Central Arkansas (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore (MD)
University of Maryland Baltimore County (MD)
University of Massachusetts Amherst (MA)
University of Massachusetts at Boston (MA)
University of Michigan-Dearborn (MI)
University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Florida (FL)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico Humacao University College (PR)

University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of South Dakota (SD)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Main (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of West Alabama (AL)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Liberty State College (WV)
West Virginia University Institute of
Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon University (OR)
Western Washington University (WA)
Wichita State University (KS)
William Patterson College of New Jersey (NJ)
Worcester State College (MA)
Wright State University Main Campus (OH)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (GA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barber-Scotia College (NC)
Barnard College (NY)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (WV)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Biola University (CA)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau College (GA)
Briar Cliff College (IA)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Cardinal Stritch College (WI)
Case Western Reserve University (OH)
Catawba College (NC)
Catholic University of America (DC)
Cazenovia College (NY)
Cedar Crest College (PA)
Cedarville College (OH)
Central University (IA)
Chapman University (CA)
Christian Brothers University (TN)
Clarkson College (NE)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (MN)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (Moorhead) (MN)
Concordia College (NE)
Concordia College (NY)
Concordia University Wisconsin (WI)
Cooper Union for the Advancement of Science and Art, The (NY)
Culver-Stockton College (MO)
D'Youville College (NY)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College, The (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drexel University (PA)
Drury College (MO)
East Texas Baptist University (TX)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)

BEST COPY AVAILABLE

Edgewood College (WI)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College of Indiana (IN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb College (NC)
Georgetown College (KY)
Goldey Beacom College (DE)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Gustavus Adolphus College (MN)
Gwynedd-Mercy College (PA)
Hampton University (VA)
Hastings College (NE)
Hendrix College (AR)
Hilbert College (NY)
Hiram College (OH)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Houston Baptist University (TX)
Husson College (ME)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
LeTourneau College (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Livingstone College (NC)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount Manhattan College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Mount St. Clare College (IA)
Mount St. Mary's College (CA)
Mount Union College (OH)
Mulhenberg College (PA)
Neumann College (PA)
Newberry College (SC)
North Central College (IL)
North Park College and Theological Seminary (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College of the Assemblies of God (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Oberlin College (OH)
Oglethorpe University (GA)
Oklahoma Baptist University (OK)
Olivet Nazarene College (IL)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Christian College (CA)
Palm Beach Atlantic College (FL)
Pfeiffer College (NC)
Piedmont College (GA)
Pikeville College (KY)

Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Human Institute of Technology (IN)
Rosemont College (PA)
Sacred Heart Major Seminary (MI)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint John's University (MN)
Saint Mary's College (MI)
Saint Mary's College (WA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Saint Peters's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Simpson College (IA)
Smith College (MA)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Sweet Briar College (VA)
Syracuse University (NY)
Tabor College (KS)
Texas Christian University (TX)
Texas Wesleyan University (TX)
The Sage College (NY)
Thomas More College (KY)
Transylvania University (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (OH)
Union Theological Seminary in Virginia (VA)
Union University (TN)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Detroit Mercy (MI)
University of Dubuque (IA)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of San Diego (CA)
University of San Francisco (CA)
University of Sioux Falls (SD)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Utica College of Syracuse University (NY)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webster University (MO)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College (WV)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
Wilmington College (DE)
Wilmington College (OH)
Wingate College (NC)

Wisconsin Lutheran College (WI)
Wittenburg University (OH)
Woodbury University (CA)
Xavier University (OH)
York College of Pennsylvania (PA)

SALARY-TREND STUDY OF FACULTY IN SPECIAL EDUCATION, GENERAL FOR THE YEARS 1993-94 AND 1996-97

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1996-97: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Special Education, General. The CIP defines the discipline/major field of Special Education, General as,

> An instructional program that generally describes the design and provision of teaching and other educational services to children or adults with special learning needs or disabilities, and that may prepare individuals to function as Special Education, General teachers. Includes instruction in diagnosing learning disabilities, developing individual education plans, teaching and supervising Special Education, General students, Special Education, General counseling, and applicable laws and policies.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Educational Statistics, [1990]. P.78--13.1001).]

This article summarizes the overall average salary increases in the discipline/major field of Special Education, General for both public and private institutions from the "baseline year" of 1993-94 to and including the "trend year" of 1996-97. Of the 307 institutions which participated in CUPA's PUBLIC study of 1993-94, 248 also participated in 1996-97. Data from those same 248 institutions were used in both the baseline year and the trend year. Of the 490 institutions which participated in CUPA's PRIVATE study of 1993-94, 327 also participated in 1996-97. Data from those same 327 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Special Education, General for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1993-94 and 1996-97).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 27.7 for associate professors of Special Education, General in the 1993-94 public study means that 27.7 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1993-94, PUBLIC 1996-97, PRIVATE 1993-94 and PRIVATE 1996-97. For example, a SALARY FACTOR of 0.93 for associate professors in the discipline/major field of Special Education, General in the 1993-94 public study means that their average salary is seven percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1993-94 or 1996-97). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Special Education, General with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1993-94 and the "trend year" of 1996-97 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: EDUCATION MAJOR FIELD: Special Education, General																		
PUBLIC, 1993-94:																		
AVERAGE SALARY:	52859	212	73	42124	172	73	34757	204	80	32919	37	29	27257	32	26	42603	620	94
FAC MIX PCT:	34.2%			27.7%			32.9%			6.0%			5.2%			100.0%		
SALARY FACTOR:	0.93			0.93			0.94			0.92			0.98			0.93		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	56883	25472		45101	21772		37168	21820		35603	3055		27885	5059		45639	74123	248
FAC MIX PCT:	34.4%			29.4%			29.4%			4.1%			6.8%			100.0%		
DISCIPLINE: EDUCATION MAJOR FIELD: Special Education, General																		
PUBLIC, 1996-97:																		
AVERAGE SALARY:	57407	228	79	46135	185	80	38426	226	84	36250	37	28	30307	39	24	46445	678	103
FAC MIX PCT:	33.6%			27.3%			33.3%			5.5%			5.8%			100.0%		
SALARY FACTOR:	0.93			0.95			0.96			0.95			1.00			0.94		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	61544	25352		48681	22668		39882	21093		38020	3394		30234	4866		49367	73979	248
FAC MIX PCT:	34.3%			30.6%			28.5%			4.6%			6.6%			100.0%		
DISCIPLINE: EDUCATION MAJOR FIELD: Special Education, General																		
PRIVATE, 1993-94:																		
AVERAGE SALARY:	53406	35	19	42056	39	26	33442	29	21	30128	6	6	26321	10	8	41968	113	41
FAC MIX PCT:	31.0%			34.5%			25.7%			5.3%			8.8%			100.0%		
SALARY FACTOR:	0.92			0.96			0.92			0.89			0.92			0.93		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57885	11849		43655	10661		36230	11025		33925	1491		28720	1903		45301	35438	327
FAC MIX PCT:	33.4%			30.1%			31.1%			4.2%			5.4%			100.0%		
DISCIPLINE: EDUCATION MAJOR FIELD: Special Education, General																		
PRIVATE, 1996-97:																		
AVERAGE SALARY:	55660	30	18	47617	30	20	35843	33	25	32900	1	1	29106	9	8	44540	102	42
FAC MIX PCT:	29.4%			29.4%			32.4%			1.0%			8.8%			100.0%		
SALARY FACTOR:	0.88			1.00			0.92			0.90			0.91			0.90		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	63553	12422		47422	11242		39143	10902		36709	1695		31814	1648		49753	36214	327
FAC MIX PCT:	34.3%			31.0%			30.1%			4.7%			4.6%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1993-94 AND 1996-97

In the PUBLIC 1993-94 study in the above table, the discipline/major field of Special Education, General was reported in 94 of the 248 public institutions. The average salary of the 620 faculty was $42,603. This average salary was approximately 7.1 percent lower than the average salary of $45,639 for all 74,123 faculty in ALL MAJOR FIELDS in the same 1993-94 public study.

For the PUBLIC 1996-97 salary study in the above table, Special Education, General was reported in 103 of the same 248 public institutions. The average salary of the 678 faculty was $46,445. This average salary was approximately 6.3 percent lower than the average salary of $49,367 for all 73,979 faculty in ALL MAJOR FIELDS in the 1996-97 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Special Education, General in the public institutions studied was 9.0 percent ($46,445 minus $42,603 equals $3,842). The CPI of increase cost-of-living between October 1993 and October 1996 was 8.6 percent. In comparison, with the CPI, there was a relative increase in Special Education, General average faculty salaries over the three-year period by .4 percent or an average of .13 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 8.2 percent ($49,367 minus $45,639 equals $3,728). In comparison to the discipline/major field of Special Education, General (9.0%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .8 percent less than the faculty in the discipline/major field of Special Education, General.

In the 1993-94 study the faculty mix percentage in Special Education, General is higher at the professor rank than at the assistant professor rank: 34.2 percent vs. 32.9 percent; in the 1996-97 study it is 33.6 percent vs. 33.3 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.4 percent

vs 29.4 percent (1993-94) and 34.3 percent vs 28.5 percent (1996-97).

Finally, the hiring rate of new assistant professors in Special Education, General in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1993-94, 6.0 percent (37/620) vs 4.1 percent (3,055/74,123) and higher in 1996-97, 5.5 percent (37/678) vs. 4.6 percent (3,394/73,979).

RESULTS OF THE TWO PRIVATE STUDIES: 1993-94 AND 1996-97

The PRIVATE 1993-94 salary study in the above table indicates that the discipline/major field of Special Education, General was reported in 41 of the 327 private institutions. The average salary of the 113 faculty was $41,968, an average salary 7.9 percent lower than the average salary of $45,301 for all 35,438 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

In the PRIVATE 1996-97 salary study in the above table, 42 of the same 327 private institutions reported Special Education, General. The average salary of the 102 faculty was $44,540, an average salary 11.7 percent lower than the average salary of $49,753 for all 36,214 faculty in ALL MAJOR FIELDS in the 1996-97 private study.

The three-year increase in average salaries for all faculty in Special Education, General in the private institutions studied was 6.1 percent ($44,540 minus $41,968 equals $2,572). The CPI increased cost-of-living between October 1993 and October 1996 was 8.6 percent. A more realistic increase, therefore, in the average faculty salaries of Special Education, General over the three-year time period, is 2.5 percent or .8 percent each year below the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.8 percent ($49,753 minus $45,301 equals $4,452). In comparison to Special Education, General (6.1%), the faculty in ALL MAJOR FIELDS increased their salaries 3.7 percent (9.8% minus 6.1% equals 3.7%) more than faculty in Special Education, General.

In the private 1993-94 study for the discipline/major field of Special Education, General, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank: 31.0 percent vs. 25.7 percent. However, for the private 1996-97 study the faculty mix percentage is lower at the professor rank than the assistant professor rank: 29.4 percent vs. 32.4 percent. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.4 percent vs. 31.1 percent (1993-94) and 34.3 percent vs. 30.1 percent (1996-97).

Finally, the hiring rate for new assistant professors in Special Education, General was higher than the hiring rate in ALL MAJOR FIELDS in the 1993-94 private study: 5.3 percent (6/113) vs. 4.2 percent (1,491/35,438) and lower in the 1996-97 private study: 1.0 percent (1/102) vs. 4.7 percent (1,695/36,214).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Special Education, General and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1993-94 through the "trend year" of 1996-97. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,514 (.7%) faculty in the discipline/major field of Special Education, General participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 219,754 participating faculty. The same 248 public institutions and the same 327 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the 1993-94 public and private studies, the average faculty salary factors in the discipline/major field of Special Education, General were seven percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Special Education, General in 1996-97 were six percent and ten percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1996 CPI reflects an 8.6 percent increase over the October 1993 CPI and indicates that the faculty in Special Education, General in the public institutions received an average annual salary increase of .13 percent above the cost-of-living. In the private institutions the annual average salary increase was .8 percent below the cost-of-living.

Third, in 1996-97 private study in Special Education, General, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank. However, in both the 1993-94 public and private studies and in the 1996-97 public study in Special Education, General, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in the public and private studies the discipline/major field of Special Education, General is firmly established and on going in the academy.

Finally, the hiring rate of new assistant professors in the 1993-94 and 1996-97 public studies was higher than the hiring rate of ALL MAJOR FIELDS. However, in the 1993-94 private study the hiring rate for new assistant professors was higher than the hiring rate for ALL MAJOR FIELDS; and, in the 1996-97 the hiring rate was lower.

Because a significant data base of average faculty salaries in the academic discipline/major field of Special Education, General has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
ARCHITECTURE AND RELATED PROGRAMS
AREA, ETHNIC, AND CULTURAL STUDIES
ART, GENERAL
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
BUSINESS MANAGERIAL ECONOMICS
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SERVICES
COUNSELOR EDUCATION STUDENT COUNSELING AND GUIDANCE
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL
EDUCATION/INSTRUCTIONAL MEDIA/TECHNICIAN
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MARKETING MANAGEMENT AND RESEARCH
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R. N. TRAINING)
OCCUPATIONAL THERAPY
PARKS, RECREATION, LEISURE, & FITNESS STUDIES
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICAL THERAPY
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
PUBLIC HEALTH, GENERAL
READING TEACHER EDUCATION
SOCIAL SCIENCES, GENERAL
SOCIAL WORK
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Alabama Agriculture and Mechanical University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong Atlantic State University (GA)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Coastal Carolina University (SC)
College of William and Mary (VA)
Columbus State University (GA)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University Main Campus (MN)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Ferris State University (MI)
Fitchburg State College (MD)
Florida International University (FL)
Fort Hayes State University (KS)
Francis Marion University (SC)
Georgia College & State University (GA)
Georgia Institute of Technology (GA)
Georgia Southern University (GA)
Georgia Southwestern State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University at South Bend (IN)
Indiana University Northwest (IN)
Indiana University of Pennsylvania (PA)
Indiana University-Purdue University at Fort Wayne (IN)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander University (SC)
Langston University (OK)
Lincoln University (MO)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Miami University-Oxford (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MD)
Missouri Western State College (MO)
Montana State University Billings (MT)
Montana Tech of the University of Montana (MT)
Monclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Murray State University (KY)
New Mexico Highland University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern Illinois University (IL)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rowan University (NJ)
Rutgers, The State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
San Jose State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
South Dakota State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Albany (NY)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
Sul Ross State University (TX)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M University at Commerce (TX)
Texas A & M University at Corpus Christi (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
The College of New Jersey (NJ)
The Richard Stockton College of New Jersey (NJ)
The University of Akron (OH)
The University of Memphis (TN)
Towson State University (MD)
Troy State University (AL)
Truman State University (MO)
United States Naval Academy (MD)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of California Santa Cruz (CA)
University of Central Arkansas (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore (MD)
University of Maryland Baltimore County (MD)
University of Massachusetts Amherst (MA)
University of Massachusetts at Boston (MA)
University of Michigan-Dearborn (MI)
University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Florida (FL)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico Humacao University College (PR)

University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of South Dakota (SD)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Main (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of West Alabama (AL)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Liberty State College (WV)
West Virginia University Institute of
Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon University (OR)
Western Washington University (WA)
Wichita State University (KS)
William Patterson College of New Jersey (NJ)
Worcester State College (MA)
Wright State University Main Campus (OH)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (GA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barber-Scotia College (NC)
Barnard College (NY)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (WV)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Biola University (CA)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau College (GA)
Briar Cliff College (IA)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Cardinal Stritch College (WI)
Case Western Reserve University (OH)
Catawba College (NC)
Catholic University of America (DC)
Cazenovia College (NY)
Cedar Crest College (PA)
Cedarville College (OH)
Central University (IA)
Chapman University (CA)
Christian Brothers University (TN)
Clarkson College (NE)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (MN)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (Moorhead) (MN)
Concordia College (NE)
Concordia College (NY)
Concordia University Wisconsin (WI)
Cooper Union for the Advancement of Science and Art, The (NY)
Culver-Stockton College (MO)
D'Youville College (NY)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College, The (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drexel University (PA)
Drury College (MO)
East Texas Baptist University (TX)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)

Edgewood College (WI)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College of Indiana (IN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb College (NC)
Georgetown College (KY)
Goldey Beacom College (DE)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Gustavus Adolphus College (MN)
Gwynedd-Mercy College (PA)
Hampton University (VA)
Hastings College (NE)
Hendrix College (AR)
Hilbert College (NY)
Hiram College (OH)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Houston Baptist University (TX)
Husson College (ME)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
LeTourneau College (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Livingstone College (NC)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount Manhattan College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Mount St. Clare College (IA)
Mount St. Mary's College (CA)
Mount Union College (OH)
Mulhenberg College (PA)
Neumann College (PA)
Newberry College (SC)
North Central College (IL)
North Park College and Theological Seminary (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College of the Assemblies of God (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Oberlin College (OH)
Oglethorpe University (GA)
Oklahoma Baptist University (OK)
Olivet Nazarene College (IL)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Christian College (CA)
Palm Beach Atlantic College (FL)
Pfeiffer College (NC)
Piedmont College (GA)
Pikeville College (KY)

Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Human Institute of Technology (IN)
Rosemont College (PA)
Sacred Heart Major Seminary (MI)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint John's University (MN)
Saint Mary's College (MI)
Saint Mary's College (WA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Saint Peters's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Simpson College (IA)
Smith College (MA)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Sweet Briar College (VA)
Syracuse University (NY)
Tabor College (KS)
Texas Christian University (TX)
Texas Wesleyan University (TX)
The Sage College (NY)
Thomas More College (KY)
Transylvania University (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (OH)
Union Theological Seminary in Virginia (VA)
Union University (TN)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Detroit Mercy (MI)
University of Dubuque (IA)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of San Diego (CA)
University of San Francisco (CA)
University of Sioux Falls (SD)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Utica College of Syracuse University (NY)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webster University (MO)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College (WV)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
Wilmington College (DE)
Wilmington College (OH)
Wingate College (NC)

Wisconsin Lutheran College (WI)
Wittenburg University (OH)
Woodbury University (CA)
Xavier University (OH)
York College of Pennsylvania (PA)

SALARY-TREND STUDY OF FACULTY IN SPEECH PATHOLOGY AND AUDIOLOGY FOR THE YEARS 1993-94 AND 1996-97

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1996-97: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Speech Pathology and Audiology. The CIP defines the discipline/major field of Speech Pathology and Audiology as,

> An instructional program that prepares individuals to provide therapeutic care to persons with hearing and related communications disorders. Includes instruction in the principles of audiology; structure and development of hearing communications disorders; speech disorder and hearing loss identification and assessment; aural rehabilitations; psychosocial and educational effects of speech and hearing disorders; and the planning and management of patient therapy.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 169-170--51.0204).]

This article summarizes the overall average salary increases in the discipline/major field of Speech Pathology and Audiology for both public and private institutions from the "baseline year" of 1993-94 to and including the "trend year" of 1996-97. Of the 307 institutions which participated in CUPA's PUBLIC study of 1993-94, 248 also participated in 1996-97. Data from those same 248 institutions were used in both the baseline year and the trend year. Of the 490 institutions which participated in CUPA's PRIVATE study of 1993-94, 327 also participated in 1996-97. Data from those same 327 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Speech Pathology and Audiology for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1993-94 and 1996-97).

The CPI uses a base period of 1982-84 and measures/tabulates prices of foo , clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 27.0 for associate professors of Speech Pathology and Audiology in the 1993-94 public study means that 27.0 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the

ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1993-94, PUBLIC 1996-97, PRIVATE 1993-94 and PRIVATE 1996-97. For example, a SALARY FACTOR of .96 for associate professors in the discipline/major field of Speech Pathology and Audiology in the 1993-94 public study means that their average salary is four percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1993-94 or 1996-97). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Speech Pathology and Audiology with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1993-94 and the "trend year" of 1996-97 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: HEALTH SCIENCES MAJOR FIELD: Speech-Language Pathology and Audiology																		
PUBLIC, 1993-94:																		
AVERAGE SALARY:	53404	138	58	43502	131	54	36555	163	62	34073	8	7	27662	54	31	42224	486	76
FAC MIX PCT:	28.4%			27.0%			33.5%			1.6%			11.1%			100.0%		
SALARY FACTOR:	0.94			0.96			0.98			0.96			0.99			0.93		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	56883	25472		45101	21772		37168	21820		35603	3055		27885	5059		45639	74123	248
FAC MIX PCT:	34.4%			29.4%			29.4%			4.1%			6.8%			100.0%		
DISCIPLINE: HEALTH SCIENCES MAJOR FIELD: Speech-Language Pathology and Audiology																		
PUBLIC, 1996-97:																		
AVERAGE SALARY:	57500	176	65	46302	167	58	38712	185	72	37326	27	20	32076	59	31	45838	587	80
FAC MIX PCT:	30.0%			28.4%			31.5%			4.6%			10.1%			100.0%		
SALARY FACTOR:	0.93			0.95			0.97			0.98			1.06			0.93		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	61544	25352		48681	22668		39882	21093		38020	3394		30234	4866		49367	73979	248
FAC MIX PCT:	34.3%			30.6%			28.5%			4.6%			6.6%			100.0%		
DISCIPLINE: HEALTH SCIENCES MAJOR FIELD: Speech-Language Pathology and Audiology																		
PRIVATE, 1993-94:																		
AVERAGE SALARY:	50831	12	10	42562	23	12	35875	25	12	36500	4	3	28646	6	5	40267	66	19
FAC MIX PCT:	18.2%			34.8%			37.9%			6.1%			9.1%			100.0%		
SALARY FACTOR:	0.88			0.97			0.99			1.08			1.00			0.89		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57885	11849		43655	10661		36230	11025		33925	1491		28720	1903		45301	35438	327
FAC MIX PCT:	33.4%			30.1%			31.1%			4.2%			5.4%			100.0%		
DISCIPLINE: HEALTH SCIENCES MAJOR FIELD: Speech-Language Pathology and Audiology																		
PRIVATE, 1996-97:																		
AVERAGE SALARY:	58394	11	8	43984	27	11	40353	29	14	34729	2	2	33548	6	5	43855	73	17
FAC MIX PCT:	15.1%			37.0%			39.7%			2.7%			8.2%			100.0%		
SALARY FACTOR:	0.92			0.93			1.03			0.95			1.05			0.88		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	63553	12422		47422	11242		39143	10902		36709	1695		31814	1648		49753	36214	327
FAC MIX PCT:	34.3%			31.0%			30.1%			4.7%			4.6%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1993-94 AND 1996-97

In the PUBLIC 1993-94 study in the above table, the discipline/major field of Speech Pathology and Audiology was reported in 76 of the 248 public institutions. The average salary of the 486 faculty was $42,224. This average salary was approximately 8.1 percent lower than the average salary of $45,639 for all 74,123 faculty in ALL MAJOR FIELDS in the same 1993-94 public study.

For the PUBLIC 1996-97 salary study in the above table, Speech Pathology and Audiology was reported in 80 of the same 248 public institutions. The average salary of the 587 faculty was $45,838. This average salary was approximately 7.7 percent lower than the average salary of $49,367 for all 73,979 faculty in ALL MAJOR FIELDS in the 1996-97 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Speech Pathology and Audiology in the public institutions studied was 8.6 percent ($45,838 minus $42,224 equals $3,614). The CPI of increase cost-of-living between October 1993 and October 1996 was 8.6 percent. In comparison with the CPI, there was a relative increase in Speech Pathology and Audiology average faculty salaries which equaled the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 8.2 percent ($49,367 minus $45,639 equals $3,728). In comparison to the discipline/major field of Speech Pathology and Audiology (8.6%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .4 percent less than the faculty in the discipline/major field of Speech Pathology and Audiology.

In the 1993-94 study the faculty mix percentage in Speech Pathology and Audiology is lower at the professor rank than at the assistant professor rank: 28.4 percent vs. 33.5 percent; in the 1996-97 study it is 30.0 percent vs. 31.5 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.4 percent vs 29.4 percent (1993-94) and 34.3 percent vs 28.5 percent (1996-97).

Finally, the hiring rate of new assistant professors in Speech Pathology and Audiology in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1993-94, 1.6 percent (8/486) vs 4.1 percent (3,055/74,123) and the same in 1996-97, 4.6 percent (27/587) vs. 4.6 percent (3,394/73,979).

RESULTS OF THE TWO PRIVATE STUDIES: 1993-94 AND 1996-97

The PRIVATE 1993-94 salary study in the above table indicates that the discipline/major field of Speech Pathology and Audiology was reported in 19 of the 327 private institutions. The average salary of the 66 faculty was $40,267; an average salary 12.5 percent lower than the average salary of $45,301 for all 35,438 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

In the PRIVATE 1996-97 salary study in the above table, 17 of the same 327 private institutions reported Speech Pathology and Audiology. The average salary of the 73 faculty was $43,855; an average salary 13.4 percent lower than the average salary of $49,753 for all 36,214 faculty in ALL MAJOR FIELDS in the 1996-97 private study.

The three-year increase in average salaries for all faculty in Speech Pathology and Audiology in the private institutions studied was 8.9 percent ($43,855 minus $40,267 equals $3,588). The CPI increased cost-of-living between October 1993 and October 1996 was 8.6 percent. A more realistic increase, therefore, in the average faculty salaries of Speech Pathology and Audiology over the three-year time period, is 0.3 percent or 0.1 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.8 percent ($49,753 minus $45,301 equals $4,452). In comparison to Speech Pathology and Audiology (8.9%), the faculty in ALL MAJOR FIELDS increased their salaries 0.9 percent (9.8% minus 8.9% equals .9%) more than faculty in Speech Pathology and Audiology.

For both studies in the discipline/majorfield of Speech Pathology and Audiology, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 18.2 percent vs. 37.9 percent (1993-94); and 15.1 percent vs 39.7 percent, (1996-97). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.4 percent vs. 31.1 percent (1993-94) and 34.3 percent vs. 30.1 percent (1996-97).

Finally, the hiring rate for new assistant professors in Speech Pathology and Audiology was higher than the hiring rate in ALL MAJOR FIELDS in the 1993-94 private study: 6.1 percent (4/66) vs. 4.2 percent (1,491/35,438) and lower in the 1996-97 private study: 2.7 percent (2/73) vs. 4.7 percent (1,695/36,214).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Speech Pathology and Audiology and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1993-94 through the "trend year" of 1996-97. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,212 (.6%) faculty in the discipline/major field of Speech Pathology and Audiology participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 219,754 participating faculty. The same 248 public institutions and the same 327 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Speech Pathology and Audiology 1993-94 were seven percent and 11 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Speech Pathology and Audiology in 1996-97 were seven percent and 12 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1996 CPI reflects an 8.6 percent increase over the October 1993 CPI and indicates that the faculty in Speech Pathology and Audiology in the public institutions received an average annual salary increase equal to the cost-of-living. In contrast, in the private institutions the annual average salary increase was 0.1 percent above the cost-of-living.

Third, in both the 1993-94 and 1996-97 public and private studies in Speech Pathology and Audiology, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Speech Pathology and Audiology is still emerging in the academy.

Finally, the hiring rate of new assistant professors in Speech Pathology and Audiology in the 1993-94 public study was lower and in the 1995-96 public study was equal to the hiring rate of ALL MAJOR FIELDS. However, in the 1993-94 private study the hiring rate was higher and in the 1996-97 private study the hiring rate for new assistant professors was lower than the hiring rate for ALL MAJOR FIELDS.

Because a significant database of average faculty salaries in the academic discipline/major field of Speech Pathology and Audiology has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
ARCHITECTURE AND RELATED PROGRAMS
AREA, ETHNIC, AND CULTURAL STUDIES
ART, GENERAL
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SERVICES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL
EDUCATION/INSTRUCTIONAL MEDIA/TECHNICIAN
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MARKETING MANAGEMENT AND RESEARCH
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R. N. TRAINING)
OCCUPATIONAL THERAPY
PARKS, RECREATION, LEISURE, & FITNESS STUDIES
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICAL THERAPY
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
PUBLIC HEALTH, GENERAL
READING TEACHER EDUCATION
SOCIAL SCIENCES, GENERAL
SOCIAL WORK
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Alabama Agriculture and Mechanical University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong Atlantic State University (GA)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Coastal Carolina University (SC)
College of William and Mary (VA)
Columbus State University (GA)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University Main Campus (MN)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Ferris State University (MI)
Fitchburg State College (MD)
Florida International University (FL)
Fort Hayes State University (KS)
Francis Marion University (SC)
Georgia College & State University (GA)
Georgia Institute of Technology (GA)
Georgia Southern University (GA)
Georgia Southwestern State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University at South Bend (IN)
Indiana University Northwest (IN)
Indiana University of Pennsylvania (PA)
Indiana University-Purdue University at Fort Wayne (IN)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander University (SC)
Langston University (OK)
Lincoln University (MO)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Miami University-Oxford (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MD)
Missouri Western State College (MO)
Montana State University Billings (MT)
Montana Tech of the University of Montana (MT)
Monclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Murray State University (KY)
New Mexico Highland University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern Illinois University (IL)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rowan University (NJ)
Rutgers, The State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
San Jose State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
South Dakota State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Albany (NY)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
Sul Ross State University (TX)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M University at Commerce (TX)
Texas A & M University at Corpus Christi (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
The College of New Jersey (NJ)
The Richard Stockton College of New Jersey (NJ)
The University of Akron (OH)
The University of Memphis (TN)
Towson State University (MD)
Troy State University (AL)
Truman State University (MO)
United States Naval Academy (MD)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of California Santa Cruz (CA)
University of Central Arkansas (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore (MD)
University of Maryland Baltimore County (MD)
University of Massachusetts Amherst (MA)
University of Massachusetts at Boston (MA)
University of Michigan-Dearborn (MI)
University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Florida (FL)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico Humacao University College (PR)

University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of South Dakota (SD)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Main (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of West Alabama (AL)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Liberty State College (WV)
West Virginia University Institute of
Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon University (OR)
Western Washington University (WA)
Wichita State University (KS)
William Patterson College of New Jersey (NJ)
Worcester State College (MA)
Wright State University Main Campus (OH)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (GA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barber-Scotia College (NC)
Barnard College (NY)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (WV)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Biola University (CA)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau College (GA)
Briar Cliff College (IA)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Cardinal Stritch College (WI)
Case Western Reserve University (OH)
Catawba College (NC)
Catholic University of America (DC)
Cazenovia College (NY)
Cedar Crest College (PA)
Cedarville College (OH)
Central University (IA)
Chapman University (CA)
Christian Brothers University (TN)
Clarkson College (NE)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (MN)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (Moorhead) (MN)
Concordia College (NE)
Concordia College (NY)
Concordia University Wisconsin (WI)
Cooper Union for the Advancement of Science and Art, The (NY)
Culver-Stockton College (MO)
D'Youville College (NY)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College, The (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt ,NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drexel University (PA)
Drury College (MO)
East Texas Baptist University (TX)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)

Edgewood College (WI)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College of Indiana (IN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb College (NC)
Georgetown College (KY)
Goldey Beacom College (DE)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Gustavus Adolphus College (MN)
Gwynedd-Mercy College (PA)
Hampton University (VA)
Hastings College (NE)
Hendrix College (AR)
Hilbert College (NY)
Hiram College (OH)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Houston Baptist University (TX)
Husson College (ME)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
LeTourneau College (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Livingstone College (NC)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount Manhattan College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Mount St. Clare College (IA)
Mount St. Mary's College (CA)
Mount Union College (OH)
Mulhenberg College (PA)
Neumann College (PA)
Newberry College (SC)
North Central College (IL)
North Park College and Theological Seminary (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College of the Assemblies of God (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Oberlin College (OH)
Oglethorpe University (GA)
Oklahoma Baptist University (OK)
Olivet Nazarene College (IL)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Christian College (CA)
Palm Beach Atlantic College (FL)
Pfeiffer College (NC)
Piedmont College (GA)
Pikeville College (KY)

Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Human Institute of Technology (IN)
Rosemont College (PA)
Sacred Heart Major Seminary (MI)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint John's University (MN)
Saint Mary's College (MI)
Saint Mary's College (WA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Saint Peters's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Simpson College (IA)
Smith College (MA)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Sweet Briar College (VA)
Syracuse University (NY)
Tabor College (KS)
Texas Christian University (TX)
Texas Wesleyan University (TX)
The Sage College (NY)
Thomas More College (KY)
Transylvania University (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (OH)
Union Theological Seminary in Virginia (VA)
Union University (TN)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Detroit Mercy (MI)
University of Dubuque (IA)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of San Diego (CA)
University of San Francisco (CA)
University of Sioux Falls (SD)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Utica College of Syracuse University (NY)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webster University (MO)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College (WV)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
Wilmington College (DE)
Wilmington College (OH)
Wingate College (NC)

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Wisconsin Lutheran College (WI)
Wittenburg University (OH)
Woodbury University (CA)
Xavier University (OH)
York College of Pennsylvania (PA)

SALARY-TREND STUDY OF FACULTY IN TEACHER EDUCATION FOR THE YEARS 1993-94 AND 1996-97

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1996-97: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Teacher Education. The CIP defines the discipline/major field of Teacher Education as,

> A group of instructional programs that prepare individuals to teach subject matter in specific academic and vocational programs at various educational levels.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 80--13.13).]

This article summarizes the overall average salary increases in the discipline/major field of Teacher Education for both public and private institutions from the "baseline year" of 1993-94 to and including the "trend year" of 1996-97. Of the 307 institutions which participated in CUPA's PUBLIC study of 1993-94, 248 also participated in 1996-97. Data from those same 248 institutions were used in both the baseline year and the trend year. Of the 490 institutions which participated in CUPA's PRIVATE study of 1993-94, 327 also participated in 1996-97. Data from those same 327 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Teacher Education for

both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1993-94 and 1996-97).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 28.1 for associate professors of Teacher Education in the 1993-94 public study means that 28.1 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the

ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1993-94, PUBLIC 1996-97, PRIVATE 1993-94 and PRIVATE 1996-97. For example, a SALARY FACTOR of .92 for associate professors in the discipline/major field of Teacher Education in the 1993-94 public study means that their average salary is eight percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1993-94 or 1996-97). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/majorfields in each of the four studies. Among other things, it is used to compare the discipline/major field of Teacher Education with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1993-94 and the "trend year" of 1996-97 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: EDUCATION MAJOR FIELD: Teacher Education																		
PUBLIC, 1993-94:																		
AVERAGE SALARY:	50966	284	66	41449	290	69	35069	362	73	34355	41	26	26901	97	34	40464	1033	83
FAC MIX PCT:	27.5%			28.1%			35.0%			4.0%			9.4%			100.0%		
SALARY FACTOR:	0.90			0.92			0.94			0.96			0.96			0.89		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	56883	25472		45101	21772		37168	21820		35603	3055		27885	5059		45639	74123	248
FAC MIX PCT:	34.4%			29.4%			29.4%			4.1%			6.8%			100.0%		
DISCIPLINE: EDUCATION MAJOR FIELD: Teacher Education																		
PUBLIC, 1996-97:																		
AVERAGE SALARY:	54822	293	59	44539	276	70	37791	307	69	35325	46	28	29674	123	38	43651	999	80
FAC MIX PCT:	29.3%			27.6%			30.7%			4.6%			12.3%			100.0%		
SALARY FACTOR:	0.89			0.91			0.95			0.93			0.98			0.88		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	61544	25352		48681	22668		39882	21093		38020	3394		30234	4866		49367	73979	248
FAC MIX PCT:	34.3%			30.6%			28.5%			4.6%			6.6%			100.0%		
DISCIPLINE: EDUCATION MAJOR FIELD: Teacher Education																		
PRIVATE, 1993-94:																		
AVERAGE SALARY:	42898	81	45	37533	100	51	31978	129	58	30727	28	22	27331	26	17	35904	336	73
FAC MIX PCT:	24.1%			29.8%			38.4%			8.3%			7.7%			100.0%		
SALARY FACTOR:	0.74			0.86			0.88			0.91			0.95			0.79		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57885	11849		43655	10661		36230	11025		33925	1491		28720	1903		45301	35438	327
FAC MIX PCT:	33.4%			30.1%			31.1%			4.2%			5.4%			100.0%		
DISCIPLINE: EDUCATION MAJOR FIELD: Teacher Education																		
PRIVATE, 1996-97:																		
AVERAGE SALARY:	49131	81	44	41850	130	55	35224	144	51	33638	25	21	29363	20	18	40212	375	69
FAC MIX PCT:	21.6%			34.7%			38.4%			6.7%			5.3%			100.0%		
SALARY FACTOR:	0.77			0.88			0.90			0.92			0.92			0.81		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	63553	12422		47422	11242		39143	10902		36709	1695		31814	1648		49753	36214	327
FAC MIX PCT:	34.3%			31.0%			30.1%			4.7%			4.6%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1993-94 AND 1996-97

In the PUBLIC 1993-94 study in the above table, the discipline/major field of Teacher Education was reported in 83 of the 248 public institutions. The average salary of the 1033 faculty was $40,464. This average salary was approximately 12.8 percent lower than the average salary of $45,639 for all 74,123 faculty in ALL MAJOR FIELDS in the same 1993-94 public study.

For the PUBLIC 1996-97 salary study in the above table, Teacher Education was reported in 80 of the same 248 public institutions. The average salary of the 999 faculty was $43,651. This average salary was approximately 13.1 percent lower than the average salary of $49,367 for all 73,979 faculty in ALL MAJOR FIELDS in the 1996-97 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Teacher Education in the public institutions studied was 7.9 percent ($43,651 minus $40,464 equals $3,187). The CPI of increase cost-of-living between October 1993 and October 1996 was 8.6 percent. In comparison, with the CPI, there was a relative increase in Teacher Education average faculty salaries over the three-year period by .7 percent or an average of .2 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 8.2 percent ($49,367 minus $45,639 equals $3,728). In comparison to the discipline/major field of Teacher Education (7.9%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .3 percent less than the faculty in the discipline/major field of Teacher Education .

In the 1993-94 study the faculty mix percentage in Teacher Education is lower at the professor rank than at the assistant professor rank: 27.5 percent vs. 35.0 percent; in the 1996-97 study it is lower at the professor rank than at the assistant professor rank: 29.3 percent vs. 30.7 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor

in ALL MAJOR FIELDS for both public studies are 34.4 percent vs 29.4 percent (1993-94) and 34.3 percent vs 28.5 percent (1996-97).

Finally, the hiring rate of new assistant professors in Teacher Education in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1993-94, 4.0 percent (41/1033) vs 4.1 percent (3,055/74,123) and virtually the same in 1996-97, 4.6 percent (46/999) vs. 4.6 percent (3,394/73,979).

RESULTS OF THE TWO PRIVATE STUDIES: 1993-94 AND 1996-97

The PRIVATE 1993-94 salary study in the above table indicates that the discipline/major field of Teacher Education was reported in 73 of the 327 private institutions. The average salary of the 336 faculty was $35,904, an average salary 19.6 percent lower than the average salary of $45,301 for all 35,438 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

In the PRIVATE 1996-97 salary study in the above table, 69 of the same 327 private institutions reported Teacher Education . The average salary of the 375 faculty was $40,212, an average salary 23.7 percent lower than the average salary of $49,753 for all 36,214 faculty in ALL MAJOR FIELDS in the 1996-97 private study.

The three-year increase in average salaries for all faculty in Teacher Education in the private institutions studied was 11.7 percent ($40,212 minus $35,904 equals $4,308). The CPI increased cost-of-living between October 1993 and October 1996 was 8.6 percent. A more realistic increase, therefore, in the average faculty salaries of Teacher Education over the three-year time period, is 3.1 percent or 1.0 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.8 percent ($49,753 minus $45,301 equals $4,452). In comparison to Teacher Education (11.7%), the faculty in ALL MAJOR FIELDS increased their salaries 1.9

percent (11.7% minus 9.8% equals 1.9%) less than faculty in Teacher Education.

For both studies in the discipline/major field of Teacher Education, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 24.1 percent vs. 38.4 percent (1993-94); and 21.6 percent vs 38.4 percent, (1996-97). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.4 percent vs. 31.1 percent (1993-94) and 34.3 percent vs. 30.1 percent (1996-97).

Finally, the hiring rate for new assistant professors in Teacher Education was higher than the hiring rate in ALL MAJOR FIELDS in the 1993-94 private study: 8.3 percent (28/336) vs. 4.2 percent (1,491/35,438) and higher in the 1996-97 private study: 6.7 percent (25/375) vs. 4.7 percent (1,695/36,214).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Teacher Education and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1993-94 through the "trend year" of 1996-97. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 2,743 (1.3%) faculty in the discipline/major field of Teacher Education participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 219,753 participating faculty. The same 248 public institutions and the same 327 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Teacher Education in 1993-94 were 11 percent and 21 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Teacher Education in 1996-97 were 12 percent and 19 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1996 CPI reflects an 8.6 percent increase over the October 1993 CPI and indicates that the faculty in Teacher Education in the public institutions received an average annual salary increase of .2 percent below the cost-of-living. In contrast, in the private institutions the annual average salary increase was 1.0 percent above the cost-of-living.

Third, in both the 1993-94 and 1996-97 public and private studies in Teacher Education, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Teacher Education is still emerging in the academy.

Finally, the hiring rate of new assistant professors in Teacher Education in the 1993-94 public study was lower than the hiring rate of ALL MAJOR FIELDS. In the 1996-97 public study the new assistant professor hiring rate was virtually the same as that of ALL MAJOR FIELDS. For the 1993-94 and 1996-97 private studies the hiring rates of new assistant professors were higher than those for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Teacher Education has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
ARCHITECTURE AND RELATED PROGRAMS
AREA, ETHNIC, AND CULTURAL STUDIES
ART, GENERAL
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
BUSINESS MANAGERIAL ECONOMICS
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SERVICES
COUNSELOR EDUCATION STUDENT COUNSELING AND GUIDANCE
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL
EDUCATION/INSTRUCTIONAL MEDIA/TECHNICIAN
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MARKETING MANAGEMENT AND RESEARCH
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R. N. TRAINING)
OCCUPATIONAL THERAPY
PARKS, RECREATION, LEISURE, & FITNESS STUDIES
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICAL THERAPY
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
PUBLIC HEALTH, GENERAL
READING TEACHER EDUCATION
SOCIAL SCIENCES, GENERAL
SOCIAL WORK
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL: 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Alabama Agriculture and Mechanical University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong Atlantic State University (GA)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Coastal Carolina University (SC)
College of William and Mary (VA)
Columbus State University (GA)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University Main Campus (MN)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Ferris State University (MI)
Fitchburg State College (MD)
Florida International University (FL)
Fort Hayes State University (KS)
Francis Marion University (SC)
Georgia College & State University (GA)
Georgia Institute of Technology (GA)
Georgia Southern University (GA)
Georgia Southwestern State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University at South Bend (IN)
Indiana University Northwest (IN)
Indiana University of Pennsylvania (PA)
Indiana University-Purdue University at Fort Wayne (IN)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander University (SC)
Langston University (OK)
Lincoln University (MO)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Miami University-Oxford (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MD)
Missouri Western State College (MO)
Montana State University Billings (MT)
Montana Tech of the University of Montana (MT)
Monclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)

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Murray State University (KY)
New Mexico Highland University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern Illinois University (IL)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rowan University (NJ)
Rutgers, The State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
San Jose State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
South Dakota State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Albany (NY)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
Sul Ross State University (TX)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M University at Commerce (TX)
Texas A & M University at Corpus Christi (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
The College of New Jersey (NJ)
The Richard Stockton College of New Jersey (NJ)
The University of Akron (OH)
The University of Memphis (TN)
Towson State University (MD)
Troy State University (AL)
Truman State University (MO)
United States Naval Academy (MD)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of California Santa Cruz (CA)
University of Central Arkansas (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore (MD)
University of Maryland Baltimore County (MD)
University of Massachusetts Amherst (MA)
University of Massachusetts at Boston (MA)
University of Michigan-Dearborn (MI)
University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Florida (FL)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico Humacao University College (PR)

University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of South Dakota (SD)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Main (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of West Alabama (AL)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Liberty State College (WV)
West Virginia University Institute of
Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon University (OR)
Western Washington University (WA)
Wichita State University (KS)
William Patterson College of New Jersey (NJ)
Worcester State College (MA)
Wright State University Main Campus (OH)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (GA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barber-Scotia College (NC)
Barnard College (NY)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (WV)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Biola University (CA)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau College (GA)
Briar Cliff College (IA)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Cardinal Stritch College (WI)
Case Western Reserve University (OH)
Catawba College (NC)
Catholic University of America (DC)
Cazenovia College (NY)
Cedar Crest College (PA)
Cedarville College (OH)
Central University (IA)
Chapman University (CA)
Christian Brothers University (TN)
Clarkson College (NE)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (MN)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (Moorhead) (MN)
Concordia College (NE)
Concordia College (NY)
Concordia University Wisconsin (WI)
Cooper Union for the Advancement of Science and Art, The (NY)
Culver-Stockton College (MO)
D'Youville College (NY)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College, The (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drexel University (PA)
Drury College (MO)
East Texas Baptist University (TX)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)

Edgewood College (WI)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Theological
Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College of Indiana (IN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb College (NC)
Georgetown College (KY)
Goldey Beacom College (DE)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Gustavus Adolphus College (MN)
Gwynedd-Mercy College (PA)
Hampton University (VA)
Hastings College (NE)
Hendrix College (AR)
Hilbert College (NY)
Hiram College (OH)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Houston Baptist University (TX)
Husson College (ME)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
LeTourneau College (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Livingstone College (NC)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount Manhattan College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Mount St. Clare College (IA)
Mount St. Mary's College (CA)
Mount Union College (OH)
Mulhenberg College (PA)
Neumann College (PA)
Newberry College (SC)
North Central College (IL)
North Park College and Theological Seminary (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College of the Assemblies of God (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Oberlin College (OH)
Oglethorpe University (GA)
Oklahoma Baptist University (OK)
Olivet Nazarene College (IL)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Christian College (CA)
Palm Beach Atlantic College (FL)
Pfeiffer College (NC)
Piedmont College (GA)
Pikeville College (KY)

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Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Rosemont College (PA)
Sacred Heart Major Seminary (MI)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint John's University (MN)
Saint Mary's College (MI)
Saint Mary's College (WA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Saint Peters's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Simpson College (IA)
Smith College (MA)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Sweet Briar College (VA)
Syracuse University (NY)
Tabor College (KS)
Texas Christian University (TX)
Texas Wesleyan University (TX)
The Sage College (NY)
Thomas More College (KY)
Transylvania University (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (OH)
Union Theological Seminary in Virginia (VA)
Union University (TN)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Detroit Mercy (MI)
University of Dubuque (IA)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of San Diego (CA)
University of San Francisco (CA)
University of Sioux Falls (SD)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Utica College of Syracuse University (NY)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webster University (MO)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College (WV)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
Wilmington College (DE)
Wilmington College (OH)
Wingate College (NC)

Wisconsin Lutheran College (WI)
Wittenburg University (OH)
Woodbury University (CA)
Xavier University (OH)
York College of Pennsylvania (PA)

SALARY-TREND STUDY OF FACULTY IN
VISUAL AND PERFORMING ARTS
FOR THE YEARS
1993-94 AND 1996-97

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1996-97: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Visual and Performing Arts. The CIP defines the discipline/major field of Visual and Performing Arts as,

> A summary of groups of instructional programs that describe the creation and interpretation of works and performances that use auditory, kinesthetic, and visual phenomena to express ideas and emotions in various forms, subject to aesthetic criteria,*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 161--50).]

This article summarizes the overall average salary increases in the discipline/major field of Visual and Performing Arts for both public and private institutions from the "baseline year" of 1993-94 to and including the "trend year" of 1996-97. Of the 307 institutions which participated in CUPA's PUBLIC study of 1993-94, 248 also participated in 1996-97. Data from those same 248 institutions were used in both the baseline year and the trend year. Of the 490 institutions which participated in CUPA's PRIVATE study of 1993-94, 327 also participated in 1996-97. Data from those same 327 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Visual and Performing

Arts for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1993-94 and 1996-97).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 35.6 for associate professors of Visual and Performing Arts in the 1993-94 public study means that 35.6 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the

ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1993-94, PUBLIC 1996-97, PRIVATE 1993-94 and PRIVATE 1996-97. For example, a SALARY FACTOR of .88 for associate professors in the discipline/major field of Visual and Performing Arts in the 1993-94 public study means that their average salary is 12 percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1993-94 or 1996-97). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Visual and Performing Arts with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1993-94 and the "trend year" of 1996-97 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: VISUAL AND PERFORMING ARTS MAJOR FIELD: Visual and Performing Arts																		
PUBLIC, 1993-94:																		
AVERAGE SALARY:	50858	293	62	39842	335	66	33057	268	60	31120	46	22	25631	46	20	40644	942	78
FAC MIX PCT:	31.1%			35.6%			28.5%			4.9%			4.9%			100.0%		
SALARY FACTOR:	0.89			0.88			0.89			0.87			0.92			0.89		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	56883	25472		45101	21772		37168	21820		35603	3055		27885	5059		45639	74123	248
FAC MIX PCT:	34.4%			29.4%			29.4%			4.1%			6.8%			100.0%		
DISCIPLINE: VISUAL AND PERFORMING ARTS MAJOR FIELD: Visual and Performing Arts																		
PUBLIC, 1996-97:																		
AVERAGE SALARY:	53959	279	58	42479	262	62	36025	232	59	33995	40	23	27440	44	19	43757	817	73
FAC MIX PCT:	34.1%			32.1%			28.4%			4.9%			5.4%			100.0%		
SALARY FACTOR:	0.88			0.87			0.90			0.89			0.91			0.89		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	61544	25352		48681	22668		39882	21093		38020	3394		30234	4866		49367	73979	248
FAC MIX PCT:	34.3%			30.6%			28.5%			4.6%			6.6%			100.0%		
DISCIPLINE: VISUAL AND PERFORMING ARTS MAJOR FIELD: Visual and Performing Arts																		
PRIVATE, 1993-94:																		
AVERAGE SALARY:	50973	76	32	39209	125	41	31744	120	43	32257	16	9	27140	13	12	38734	334	58
FAC MIX PCT:	22.8%			37.4%			35.9%			4.8%			3.9%			100.0%		
SALARY FACTOR:	0.88			0.90			0.88			0.95			0.94			0.86		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57885	11849		43655	10661		36230	11025		33925	1491		28720	1903		45301	35438	327
FAC MIX PCT:	33.4%			30.1%			31.1%			4.2%			5.4%			100.0%		
DISCIPLINE: VISUAL AND PERFORMING ARTS MAJOR FIELD: Visual and Performing Arts																		
PRIVATE, 1996-97:																		
AVERAGE SALARY:	57724	74	31	42244	113	43	35587	88	35	35537	20	13	28822	21	10	43183	296	57
FAC MIX PCT:	25.0%			38.2%			29.7%			6.8%			7.1%			100.0%		
SALARY FACTOR:	0.91			0.89			0.91			0.97			0.91			0.87		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	63553	12422		47422	11242		39143	10902		36709	1695		31814	1648		49753	36214	327
FAC MIX PCT:	34.3%			31.0%			30.1%			4.7%			4.6%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1993-94 AND 1996-97

In the PUBLIC 1993-94 study in the above table, the discipline/major field of Visual and Performing Arts was reported in 78 of the 248 public institutions. The average salary of the 942 faculty was $40,644. This average salary was approximately 12.3 percent lower than the average salary of $45,639 for all 74,123 faculty in ALL MAJOR FIELDS in the same 1993-94 public study.

For the PUBLIC 1996-97 salary study in the above table, Visual and Performing Arts was reported in 73 of the same 248 public institutions. The average salary of the 817 faculty was $43,757. This average salary was approximately 12.8 percent lower than the average salary of $49,367 for all 73,979 faculty in ALL MAJOR FIELDS in the 1996-97 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Visual and Performing Arts in the public institutions studied was 7.8 percent ($43,757 minus $40,644 equals $3,113). The CPI of increase cost-of-living between October 1993 and October 1996 was 8.6 percent. In comparison, with the CPI, there was a relative increase in Visual and Performing Arts average faculty salaries over the three-year period by .8 percent or an average of .3 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 8.2 percent ($49,367 minus $45,639 equals $3,728). In comparison to the discipline/major field of Visual and Performing Arts (7.8%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .4 percent more than the faculty in the discipline/major field of Visual and Performing Arts.

In the 1993-94 study the faculty mix percentage in Visual and Performing Arts is higher at the professor rank than at the assistant professor rank: 31.1 percent vs. 28.5 percent; in the 1996-97 study it is higher at the professor rank than at the assistant professor rank 34.1 percent vs. 28.4 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor

in ALL MAJOR FIELDS for both public studies are 34.4 percent vs 29.4 percent (1993-94) and 34.3 percent vs 28.5 percent (1996-97).

Finally, the hiring rate of new assistant professors in Visual and Performing Arts in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1993-94, 4.9 percent (46/942) vs 4.1 percent (3,055/74,123) and lower in 1996-97, 4.9 percent (40/817) vs. 4.6 percent (3,394/73,979).

RESULTS OF THE TWO PRIVATE STUDIES: 1993-94 AND 1996-97

The PRIVATE 1993-94 salary study in the above table indicates that the discipline/major field of Visual and Performing Arts was reported in 58 of the 327 private institutions. The average salary of the 334 faculty was $38,734, an average salary 17.0 percent lower than the average salary of $45,301 for all 35,438 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

In the PRIVATE 1996-97 salary study in the above table, 57 of the same 327 private institutions reported Visual and Performing Arts. The average salary of the 296 faculty was $43,183, an average salary 13.6 percent lower than the average salary of $49,753 for all 36,214 faculty in ALL MAJOR FIELDS in the 1996-97 private study.

The three-year increase in average salaries for all faculty in Visual and Performing Arts in the private institutions studied was 11.5 percent ($43,183 minus $38,734 equals $4,449). The CPI increased cost-of-living between October 1993 and October 1996 was 8.6 percent. A more realistic increase, therefore, in the average faculty salaries of Visual and Performing Arts over the three-year time period, is 2.9 percent or 1.0 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.8 percent ($49,753 minus $45,301 equals $4,452). In comparison to Visual and Performing Arts (11.5%), the faculty in ALL MAJOR FIELDS increased their salaries

1.7 percent (11.5% minus 9.8% equals 1.7%) less than faculty in Visual and Performing Arts.

For both studies in the discipline/major field of Visual and Performing Arts, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 22.8 percent vs. 35.9 percent (1993-94); and 25.0 percent vs 29.7 percent, (1996-97). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.4 percent vs. 31.1 percent (1993-94) and 34.3 percent vs. 30.1 percent (1996-97).

Finally, the hiring rate for new assistant professors in Visual and Performing Arts was higher than the hiring rate in ALL MAJOR FIELDS in the 1993-94 private study: 4.8 percent (16/334) vs. 4.2 percent (1,491/35,438) and higher in the 1996-97 private study: 6.8 percent (20/296) vs. 4.7 percent (1,695/36,214).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Visual and Performing Arts and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1993-94 through the "trend year" of 1996-97. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 2,389 (1.1%) faculty in the discipline/major field of Visual and Performing Arts participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 219,754 participating faculty. The same 248 public institutions and the same 327 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Visual and Performing Arts 1993-94 were 11 percent and 14 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Visual and Performing Arts in 1996-97 were 11 percent and 13 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1996 CPI reflects an 8.6 percent increase over the October 1993 CPI and indicates that the faculty in Visual and Performing Arts in the public institutions received an average annual salary increase of .3 percent below the cost-of-living. In contrast, in the private institutions the annual average salary increase was 1.0 percent above the cost-of-living.

Third, in both the 1993-94 and 1996-97 public studies in Visual and Performing Arts, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, and in the 1993-94 and 1996-97 private studies the FAC MIX PCTs were lower at the professor rank than those for assistant professor rank.

Finally, the hiring rate of new assistant professors in Visual and Performing Arts in the 1993-94 and the 1996-97 public studies was higher than the hiring rate of ALL MAJOR FIELDS. The hiring rate for new assistant professors in the 1993-94 and the 1996-97 public studies were higher than the hiring rate for ALL MAJOR FIELDS, as well.

Because a significant data base of average faculty salaries in the academic discipline/major field of Visual and Performing Arts has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
ARCHITECTURE AND RELATED PROGRAMS
AREA, ETHNIC, AND CULTURAL STUDIES
ART, GENERAL
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
BUSINESS MANAGERIAL ECONOMICS
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SERVICES
COUNSELOR EDUCATION STUDENT COUNSELING AND GUIDANCE
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL
EDUCATION/INSTRUCTIONAL MEDIA/TECHNICIAN
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY

HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MARKETING MANAGEMENT AND RESEARCH
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R. N. TRAINING)
OCCUPATIONAL THERAPY
PARKS, RECREATION, LEISURE, & FITNESS STUDIES
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICAL THERAPY
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
PUBLIC HEALTH, GENERAL
READING TEACHER EDUCATION
SOCIAL SCIENCES, GENERAL
SOCIAL WORK
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Alabama Agriculture and Mechanical University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong Atlantic State University (GA)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Coastal Carolina University (SC)
College of William and Mary (VA)
Columbus State University (GA)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University Main Campus (MN)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Ferris State University (MI)
Fitchburg State College (MD)
Florida International University (FL)
Fort Hayes State University (KS)
Francis Marion University (SC)
Georgia College & State University (GA)
Georgia Institute of Technology (GA)
Georgia Southern University (GA)
Georgia Southwestern State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University at South Bend (IN)
Indiana University Northwest (IN)
Indiana University of Pennsylvania (PA)
Indiana University-Purdue University at Fort Wayne (IN)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander University (SC)
Langston University (OK)
Lincoln University (MO)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Miami University-Oxford (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MD)
Missouri Western State College (MO)
Montana State University Billings (MT)
Montana Tech of the University of Montana (MT)
Monclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Murray State University (KY)
New Mexico Highland University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern Illinois University (IL)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rowan University (NJ)
Rutgers, The State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
San Jose State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
South Dakota State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Albany (NY)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
Sul Ross State University (TX)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M University at Commerce (TX)
Texas A & M University at Corpus Christi (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
The College of New Jersey (NJ)
The Richard Stockton College of New Jersey (NJ)
The University of Akron (OH)
The University of Memphis (TN)
Towson State University (MD)
Troy State University (AL)
Truman State University (MO)
United States Naval Academy (MD)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of California Santa Cruz (CA)
University of Central Arkansas (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore (MD)
University of Maryland Baltimore County (MD)
University of Massachusetts Amherst (MA)
University of Massachusetts at Boston (MA)
University of Michigan-Dearborn (MI)
University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Florida (FL)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico Humacao University College (PR)

University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of South Dakota (SD)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Main (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of West Alabama (AL)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Liberty State College (WV)
West Virginia University Institute of
Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon University (OR)
Western Washington University (WA)
Wichita State University (KS)
William Patterson College of New Jersey (NJ)
Worcester State College (MA)
Wright State University Main Campus (OH)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (GA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barber-Scotia College (NC)
Barnard College (NY)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (WV)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Biola University (CA)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau College (GA)
Briar Cliff College (IA)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Cardinal Stritch College (WI)
Case Western Reserve University (OH)
Catawba College (NC)
Catholic University of America (DC)
Cazenovia College (NY)
Cedar Crest College (PA)
Cedarville College (OH)
Central University (IA)
Chapman University (CA)
Christian Brothers University (TN)
Clarkson College (NE)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (MN)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (Moorhead) (MN)
Concordia College (NE)
Concordia College (NY)
Concordia University Wisconsin (WI)
Cooper Union for the Advancement of Science and Art, The (NY)
Culver-Stockton College (MO)
D'Youville College (NY)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College, The (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drexel University (PA)
Drury College (MO)
East Texas Baptist University (TX)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)

Edgewood College (WI)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Theological
Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College of Indiana (IN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb College (NC)
Georgetown College (KY)
Goldey Beacom College (DE)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Gustavus Adolphus College (MN)
Gwynedd-Mercy College (PA)
Hampton University (VA)
Hastings College (NE)
Hendrix College (AR)
Hilbert College (NY)
Hiram College (OH)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Houston Baptist University (TX)
Husson College (ME)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
LeTourneau College (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Livingstone College (NC)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount Manhattan College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Mount St. Clare College (IA)
Mount St. Mary's College (CA)
Mount Union College (OH)
Mulhenberg College (PA)
Neumann College (PA)
Newberry College (SC)
North Central College (IL)
North Park College and Theological Seminary (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College of the Assemblies of God (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Oberlin College (OH)
Oglethorpe University (GA)
Oklahoma Baptist University (OK)
Olivet Nazarene College (IL)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Christian College (CA)
Palm Beach Atlantic College (FL)
Pfeiffer College (NC)
Piedmont College (GA)
Pikeville College (KY)

Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Rosemont College (PA)
Sacred Heart Major Seminary (MI)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint John's University (MN)
Saint Mary's College (MI)
Saint Mary's College (WA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Saint Peters's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Simpson College (IA)
Smith College (MA)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Sweet Briar College (VA)
Syracuse University (NY)
Tabor College (KS)
Texas Christian University (TX)
Texas Wesleyan University (TX)
The Sage College (NY)
Thomas More College (KY)
Transylvania University (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (OH)
Union Theological Seminary in Virginia (VA)
Union University (TN)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Detroit Mercy (MI)
University of Dubuque (IA)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of San Diego (CA)
University of San Francisco (CA)
University of Sioux Falls (SD)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Utica College of Syracuse University (NY)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webster University (MO)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College (WV)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
Wilmington College (DE)
Wilmington College (OH)
Wingate College (NC)

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Wisconsin Lutheran College (WI)
Wittenburg University (OH)
Woodbury University (CA)
Xavier University (OH)
York College of Pennsylvania (PA)